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ABSTRACT

Designed to document problems and issues concerning public employee labor relations, this bibliography should identify information useful in the development of equitable labor relations policies. The 550 listings are arranged into sections on: (1) Background References, Current Assessments and Policy Alternatives in Public Sector Labor Relations, (2) Governmental, Professional and Union Policy Reports on Public Employee Labor Relations, (3) Proposed "Model Laws" for Public Employee Labor Relations and Rights, (4) State, Local, and Other Experience with Public Employee Labor Relations Laws, and (5) Current Information Sources and Documentation Services Useful in Public Employee Labor Relations. (JS)

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PUBLIC SECTOR
LABOR RELATIONS
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Current References and Information Services for Policy Decision-Making in State and Local Government Labor Relations:
A Selected Bibliography

November 1971

U.S. DEPARTMENT OF LABOR Labor-Management Services Administration
DIVISION OF PUBLIC EMPLOYEE LABOR RELATIONS Washington, D.C. 20210

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INTRODUCTION

During this decade of the 70's, public employee labor relations at the State and local levels increasingly will be a crucial area requiring public attention and governmental action on major policy issues. This bibliography focuses upon certain types of information which, hopefully, can assist the various participants develop labor relations policies which will serve the public interest while realizing their own specific objectives.

As the principal "growth industry" in our economy during recent years, public employment at the State and local levels is assuming a greater importance than its relative number might indicate. With our shift from a "production" to a "service" economy, the ten million plus State and local government workers perform many crucial functions in education, health, social welfare, transportation and other areas which are essential for the American way of life. The climate of public employee-management relations which prevails in these government service areas directly affects millions of workers, while indirectly affecting the well-being of virtually everybody in our population.

This bibliography has been designed to document the problems and issues facing the various "actors" who participate in the policy formation process within public sector labor relations. Directly speaking, these actors are "public management" and "public employee organizations," but indirectly the drama of public sector labor relations involves all three branches of government within our constitutional system with its three level federated structure. Beyond this formal governmental structure is a large network of professional societies of governmental officials and scholars, public service organizations and public interest groups who share a common concern for the quality and effectiveness of governmental activities within our society. Finally, of course, the ultimate actor is the American citizen whose concern, or lack of it, sets the limits on the rationality and justice of government, itself.

Based primarily on selected literature published during the last three to five years, this bibliography is divided into five sections:

> 1) The first section provides the background references, current assessments and presentations of policy alternatives that are needed for an understanding of the present situation in public sector labor relations;
>
> 2) The second section deals with the policy reports and recommendations which have been made by government, foundation, professional, business, and union groups formed specifically to study this problem area. As a distinct set of literature authored by some of the most knowledgeable persons in the field, it warrants careful persual by anyone seriously concerned with public sector labor relations;
>
> 3) The third section gives references to the "model laws" for public employee labor relations and rights which various organizations have proposed; and
>
> 4) The fourth section is devoted to documenting, to the extent that references were available, the State and local experience in various parts of the country with public sector labor relations and with the effects of the presence, or absence, of laws regulating these relationships. For the sake of comparison, some references to foreign experience and that within some parts of the Federal sector were included.

5) The final section of this bibliography is an initial attempt to develop a "Guide to the Literature of Public Sector Labor Relations." Its design is based on the assumption that there are essentially two distinct, but related kinds of information problems: A) keeping informed of relevant events, trends and developments, etc. within your own world as you have defined it, and B) retrieving some past set of information which, for whatever reason, has become relevant for your current needs. Accordingly, this section

has two sub-divisions: I) announcement and current awareness sources, and II) retrospective searching and documentation sources. Each sub-division, in turn, is divided into categories listing specific types of information and particular bibliographic items appropriate to that designated heading.

There are, at least, two general problems in the development of a guide to the literature of public sector labor relations. The first is that we have little systematic knowledge about the need for or the use of the various types of information in the different roles and functions performed by the participants within public sector labor relations. If we assume with Francis Bacon that "knowledge is power" and that the rationality of our behavior is at least partially a function of the adequacy of the information upon which we base our decisions, then questions relating to the social processes and institutions involved in the generation, transmission and utilization of knowledge become very practical considerations.

For this bibliography, the implications of this general problem are that its design and selection of items have been difficult and even somewhat arbitrary, in the sense that they were based upon the personal views of the compiler and not upon any scientifically determined consensus on the information needs of policy decision-makers in public sector labor relations. Especially in Section E, the appropriateness of the specific types of information and the particular bibliographic sources selected become personal, subjective judgments which need to be validated by public experience.

The second general problem relates to the extent of development of bibliographic sources and information services specifically designed for the use of participants in public sector labor relations. With a few exceptions, virtually all the sources and services cited in Section E, particularly those in Part 2, are either standard subject bibliographic tools or general industrial relations sources. Practically speaking, this means that the task of creating (or using) a guide to public sector literature consists in ferreting out the relatively rare sections of more general sources and services that have some relevance for this field. Many of the items cited in Section E, consequently, may not appear obviously related to public sector labor relations, nor may they always contain useful material. Until more attention and resources are given to the bibliographic organization of information in public sector labor relations, participants in this field will be forced to continue to use inefficient sources and procedures to meet their daily needs.

Bibliography is essentially a social process. It builds by cumulation, evaluation and reconstruction to meet changing definitions of individual and social informational needs. This particular bibliography has been no exception. Free and generous use has been made of many previously published bibliographies. In particular, the bibliographies issued by the Department of Labor Library (Item #350), the Civil Service Commission Library (Item #349), the excellent Cornell bibliography, by Richard Pegnetter (Item #353), the PERL source book, by Richard Solano (Item #387), and the bibliographic essay by G.S. Bain and G.B. Woolven in the Industrial Relations Journal (Item #390) have been especially helpful.

More importantly, however, this bibliography has benefited by the generous and helpful comments of fellow staff members and professional colleagues in various parts of the country. Their encouragement and information has helped to make it, hopefully, a more useful product.

This bibliography has been produced as part of the Public Employee Labor Relations Information Exchange. The Exchange is a joint program of the Division of Public Employee Labor Relations, undertaken in cooperation with other participants in this field, which seeks to identify, collect and exchange useful information on any facet of public sector labor relations. Comments and suggestions for additional projects within this program are welcomed.

The compiling and editing of this bibliography has been done by Gilbert E. Donahue, Division of Public Employee Labor Relations, Labor Management Services Administration, Room 2417, U.S. Department of Labor, Washington, D.C. 20410. Additions, correction or suggestions for future bibliographies are also welcome.

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A. Background References, Current Assessments, and Policy Alternatives in Public Sector Labor Relations.

1. Abbott, William L.
"Revolution from Within: the Public Worker Transforms Labor," The Nation, vol. 212 (May 24, 1971), pp. 648-652.

The author, executive secretary of AFT Local 2003, Hawaii United Federation of College Teachers, states: "The public worker--all those who work for government at whatever level--has started a new American revolution." Along with blacks, millions of whites in government, an increasing number being professionally trained, are also second-class citizens who have been denied the right of helping to determine the policies and conditions under which they work. Self-determination has spurred both black and white workers in the public sector to militant collective action.

"That alone," the author indicates, "may not constitute a revolution, but in order to win rights so long denied them, public workers are asking for the reform of education, welfare and other governmental systems, and that should force structural changes within governing units. A union by its very nature must strive to force a basic shift from the absolute power that government has exerted over its employees to a power shared between the working staff and the policy makers. In all probability, that will bestow new leadership on communities that are now mindlessly answering alarms, trying to stamp out one crisis after another in the fast spreading urban brush fire. That does constitute a revolution."

Among some of the structural changes which the emergence of public unionism will undoubtedly cause, or at least contribute to, are a strengthening of the trend toward area-wide metropolitan government, the centralizing of bargaining between workers and public management by multi-jurisdictional bargaining units, and much greater public scrutiny of community budgets and expenditures.

With the rise of public unionism, a further structural change in the distribution of power will ensue within the house of labor itself. An intriguing question the author raises is: "what will happen to the American labor movement if it is swamped by public workers? A top-ranking AFL-CIO official privately remarked: 'We are in danger of being taken over. The government union people feel they know all the answers but they really know nothing about our traditions. We will never be the same again.'" With the simultaneous entry into the labor movement of both blacks and professional white collar workers in previously unorganized occupations via government unions, the complexion of the American union movement will be considerably different in the future.

2. Allen, A. Dale, Jr.
"A Systems View of Labor Negotiations," Personnel Journel, vol. 50 (February 1971), pp. 103-114.

While the focus of the article is on the private sector, this "careful analysis of the negotiating system as it exists under the requirements of social change suggest some interesting possibilities that may radically transform future methods of labor negotiations." Indirectly, it points to the need for a similar type of analysis for the public sector.

3. Alpert, Jonathan
"Labor Relations in Public Employment--Can Government Govern Itself?" Maryland Law Review, vol. 29(Winter 1969), pp. 40-58.

After reviewing most of the major approaches which different jurisdictions have taken toward public sector labor relations, the author states: "The primary interest underlying all of these labor relations programs is to provide the public with uninterrupted government service. Provision of uninterrupted services, however, is a hope, not a reality."
"The ideal public employment arrangement would provide an alternative to the strike which would assure sovereignity for the government, continuation of public services and democratic control for the people, and adequate redress of grievances for public employees. Such an alternative may be the limited strike." The author sketches his concept of the limited strike, and if this approach fails, it should be submitted to the appropriate legislative body for final solution. Under no condition, in the opinion of the author, is there to be binding arbitration or compulsory third part solutions.....

4. "The Theory of Cruciality, " American Labor, vol. 2, no. 3 (June 1969), pp. 32-40.

Historical resume of the efforts of public employees to organize and gain legal rights to strike and bargain collectively and summary of the prejudicial state legislation confronting them at the present time. Special attention is given to New York's Taylor Law and labor leaders' reactions to its. Recent gains made by public unionism are noted.

5. Bakke, E. Wight
"Reflections on the Future of Bargaining in the Public Sector," Monthly Labor Review, vol. 93 (July 1970), pp. 21-25.

Professor Bakke, one of the senior scholars in the field of industrial relations, presents cogent reasons for his predictions. In brief, here is what he indicates is ahead:
"Unionization in the public sector is going to increase rapidly and extensively.
Union action in the foreseeable future is going to be militant.
The achievement of collective power is going to become the major objective of union leaders for a considerable period.
The combination of political and economic bargaining strategies and tactics will disturb for some time the pattern of collective bargaining between public management and public employee unions and associations.
The civil service concept of personnel policy and arrangements is going to suffer and be severly modified.
The public is going to pay a big price for what public employees gain.
Despite this, nothing is going to stop the introduction of and spread of collective bargaining in the public sector."

6. Balik, Al
"Cose the Gap: NLRB and Public Employees," Ohio State Law Journal, vol 31 (Summer 1970)

7. ________.
"Toward Public Sector Equality: Extending the Strike Privilege," Labor Law Journal, vol 21 (June 1970), pp. 338-356.

The author, Assistant to the President for Organizing, American Federation of State, County, and Municipal Employees, challenges the conventional wisdom that private and public labor relations are essentially different and should be regulated according to different legal and administrative procedures. He also questions the value of regarding the States as "social laboratories" when, in fact, most States have "failed to legislate in behalf of the social welfare of their own citizens, and also worked hard to prevent the Federal Government from filling the gap left by their own dereliction." Extending the strike privilege to public employees is a more reliable deterrent to irresponsible action, in the author's opinion, than is the restrictive statute.

8. Bok, Derek C. and John T. Dunlop
"Collective Bargaining and the Public Sector," Chapter 11, Labor and the American Community. New York: Simon and Schuster, 1970.

Under the auspices of the Special Studies Project of the Rockefeller Brothers Fund, this study by two of America's leading labor relations authorities presents in Chapter 11 a succinct and perceptive account of the background and principal policy issues arising within government unionism.

9. Burton, John F. and Charles Krider
"The Role and Consequences of Strikes by Public Employees," Yale Law Journal, vol. 79 (January 1970), pp. 418-440.

The authors attempt to evaluate the assumptions of the Taylor Report (Item 101, this bibliography) and those of Wellington and Winter (Items 60, 61) regarding the role and effect of strikes in the public sector. After amassing their own evidence on the impact of such strikes, their conclusion is: "The assertions that strikes by public employees inevitably distort the decision-making process in the public sector and that differential treatment of public employees in their right to strike would be infeasible have been found to be wanting when evaluated in the light of our actual experience with public sector strikes. This evaluation suggests that logic alone is an inadequate basis for public policy in this area."

10. The Council of State Governments
State-Local Employee Labor Relations, by W. Donald Heisel..
Lexington, Ky., December 1970. 53p.

The first of a series which the Council of State Governments is preparing on selected current issues facing state legislators and administrators, this booklet outlines the problems of state-local employee labor relations, defines the state role in them, and reviews what some States have done in this area. Written in readable language, it provides a good, brief overview of the complex problems in public sector labor relations.

11. Couturier, Jean J.
"Crisis, Conflict and Change: the Future of Collective Bargaining in Public Service," Good Government, vol 86 (Spring 1969), pp. 7-11.

Predictions of coming events in the substantive areas of wages and hours, fringes, staffing systems, grievances, program missions and in the administrative-institutional areas of chief executive and legislative relationships, merit principles, and civil service systems, and employee organizations.

12. Crouch, Winston W.
"Who Speaks for Management," Public Management, vol. 51 (October 1969), pp. 8-10.

Comments on the growth in urban public employee organizations and on the number of states that have adopted statutes governing local public employee relations. Points out questions that arise: Who constitutes the management team? Incumbents of which positions should be restricted from joining employee organizations? Should these employees have their salaries, etc. set as does "top" management--by individual negotiations. What is the role of the elected council in employee-management relations? Considers the need for information gathering systems that negotiation entails.

13. Doyle, John R.
"Statement" /Position Statement of The Assembly of Government Employees/, Advisory Commission on Intergovernmental Relations, Labor-Management Policies for State and Local Government (Washington, D.C.: U.S. Government Printing Office, 1969), pp. 123-129.

In addition to AGE's evaluation of the recommendations of the ACIR report, Mr. Doyle presents the qualifications of The Assembly of Government Employees to speak for public employees throughout the nation and the characteristics which distinguish it from other public employee organizations.

While there are some similarities in their respective techniques, there are distinct differences stemming from the basically different philosophies and historical practices manifested by the two types of public employee organizations. The more obvious differences have been expressed by their respective attitudes and practices concerning: 1) the merit system, 2) control of policy, 3) practice application, 4) government by law, 5) employee-management, and 6) tactics.

14. Gitlow, Abraham L.
"Public Employee Unionism in the United States: Growth and Outlook," Labor Law Journal, vol. 21 (December 1970), pp. 766-778.

"The statistics of the author, Dean and Professor of Economics, School of Commerce, New York University, New York City, leave little room to doubt concerning the burgeoing of public employee unionism.. Also increasing--at an even faster rate--is the degree of militancy of these organizations. Addressing himself, then, to the right-to-strike issue, the author presents both sides of the controversy without partisanship. He concludes, though, by noting that an across-the-board extension of collective bargaining in the public sector will prove most expensive to the taxpayer--both monetarily and in terms of inconvenience."

15. Gould, William B.
"Public Employment: Mediation, Fact Finding and Arbitration," American Bar Association Journal, vol. 55 (September 1969), pp. 835-841.

If it is inappropriate for public employees to rely on the strike, then mediation, fact-finding and arbitration must be used to the best possible advantage. Suggests causes for employee unrest, the inadequacy of present techniques and the relationship between employee demands and local tax problems.

16. Hanslowe, Kurt L. and Walter E. Oberer.
"Determining the Scope of Negotiations Under Public Employment Statutes," Industrial and Labor Relations Review, vo. 24, no. 3 (April 1971), pp. 432-441.

A detailed study by two experienced third party neutrals in public employment disputes and professors of law and industrial relations at Cornell University. It was commissioned by the New York State Public Employment Relations Board to analyze the problems and to recommend a course of action it should follow in determinations of scope of bargaining and related matters.

17. Hastings, Robert H.
"How to Bargain in the Public Service," Good Government, vol. 87, no. 4 (Winter 1970), pp. 8-14.

"Negotiating is an art, not a science. It also can be a serious business, a game, a ritual, or a drama with an unpredictable outcome," says Mr. Hastings. And it need not be a mystique, clear only to a few initiates. In this article, Mr. Hastings, Director of the U.S. Civil Service Commission's Labor Relations Training Center, leads the way in explaining the process of collective bargaining as it relates to management and the public service.

18. Heisel, W. Donald and J.D. Hallihan
Questions and Answers on Public Employee Negotiation. Chicago: Public Personnel Association, 1967. 214p.

A practical guide for representatives of a public agency of any type on labor relations matters. Includes chapters on establishing the labor-management relationships, subject matter of and procedures for negotiation, writing the argeement, daily union-management relationships, legal aspects, and future outlook.

19. Hoffman, Herbert
"Right of Public Employees to Strike," DePaul Law Review, vol. 16 (Autumn/Winter 1966), pp. 151-165.

"In private industry it is government itself, in its role as lawmaker, which has granted and protected the rights of employees and unions. Extending such protection to its own employees will not result in any breakdown of government. On the contrary, granting the public employee a voice in the determination of the conditions under which he works will promote better managerial techniques and make for more, not less, efficient government."

20. Kassalow, Everett M.
"Trade Unionism Goes Public," The Public Interest, No. 14 (Winter 1969), pp. 118-130.

A comprehensive article which focuses on the new social forces which, in the author's opinion, are accounting for the durrent upsurge of public unionism. Among other evaluations, he asserts that there is good reason to believe that once the organizing phase is over, public employee unions will be even less strike-prone than those in private industry.

21. Kilberg, William J.
"Appropriate Subjects for Bargaining in Local Government Labor Relations," Maryland Law Review, vol 30 (Summer 1970), pp. 179-198.

The author, Associate Solicitor, Division of Labor Relations and Civil Rights, U.S. Department of Labor, states that "the introduction of unionism into the public sector has meant an end to unilateral decision-making. The era of 'management-by-itself' is over, and the age of bilateralism--'consultation, negotiation and bargaining'--is here...

"This paper attempts to develop a balance between unilateral and bilateral decision-making in order to safeguard, where needed, the responsiveness of local government to the popular will. The first section discusses certain trends in the law of local government labor relations, setting forth the legal bases for the right to bargain in public employment at the local and analyzing the duty and the scope of the duty to bargain. The second part attempts to define the proper limits which ought to be placed upon the scope of collective bargaining in the municipal and county public service."

22. Kilberg, William J.
"Labor Relations in the Municipal Service," Harvard Journal on Legislation, vol. 7, no. 1(1969), pp. 1-36.

"This article is limited to an examination of labor relations in the municipal services, although much of what is contained herein has applicability for all levels of government dealing with legal rights. The municipal service was chosen for analysis because that is "where the action is."...

"...The first section deals with basic employee rights: the right to organize and joint a union for the purpose of representation, and the right to bargain collectively with the public employer. The second section sets forth a "framework for analysis," the economic and political-social milieu within which municipal collective bargaining must take place. The final part of this study deals with some of the fundamental ingredients for successful collective bargaining: exclusive representation and adequate union security; proper determination of bargaining unit; and dispute-settlement mechanisms for collective bargaining impasses, notably, the question of right to strike."...

23. Kruger, Daniel H. and Charles T. Schmidt (Comps.)
Collective Bargaining in the Public Service. New York: Random House, 1969. 276p.

A compilation with contributions from many of the principal authors in this field, this volume devotes a significant portion of its pages to reprinting many of the study commission reports listed elsewhere in this bibliography. A 500 item bibliography complements the articles included in the work.

24. "Employee-Management Relations in the Public Service," Labor Law Journal, vol. 20, no. 3(March 1969), entire issue.

Partial contests.--Collective bargaining suggestions for the public sector, by Richard P. McLaughlin.--Public employees are still second class citizens, by Allen Weisenfeld.--The strike and the public sector, by John Bloedorn.--Public employee labor legislation, by R. Theodore Clark, Jr.

25. "The Right to Strike in the Public Sector," Proceedings of the Industrial Relations Research Association Spring Meeting, May 8 and 9, 1970, Albany, New York, Labor Law Journal, vol. 21(August 1970), pp. 455-484.

Contents.--Canadian legislation and experience, by Arthur M. Kruger. --Avoiding public employee strikes-lessons from recent strike activity, by Edward B. Krinsky. --Can public employees be given the right to strike? by John F. Burton, Jr. --The right to strike in the public sector-a discussion, by Donald J. White. --The right to strike in the public sector-a comment, by Melvin K. Bers.

26. Levin, Edward.
"A Proposal for an Integrated Labor Relations Program and Policy in Local Government," Public Personnel Review, vol. 29, no. 3 (July 1968), pp. 160-163.

"The author proposes a comprehensive labor relations policy for all government employers, and calls for a specialized government office to aid in its effectuation."

27. McKelvey, Jean T.
"Fact Finding in Public Employment Disputes: Promise or Illusion," Industrial and Labor Relations Review, vol 22, no 4 (July 1969), pp. 528-543.

Article examines "the extent to which fact finding has been successful in achieving the strikeless resolution of impasses in the four states for which some data are currently available: Wisconsin, Michigan, Connecticut, and New York".

28. Marx, Herbert L., Jr. (Ed.)
Collective Bargaining for Public Employees. (The Reference Shelf, vol. 41, #5) New York: The H.W. Wilson Co., 1969. 215p.

A frequently used library reference source, the articles included in this volume discuss the background of public sector unionism, unions in public employment, teachers and collective bargaining, strikes, the law, and public unionism abroad.

29. Morris, Charles J.
"Public Policy and the Law relating to Collective Bargaining in the Public Service, Southwestern Law Journal, vol. 22, no 4 (October 1968), pp. 585-606.

"...this commentary will (1) explore why existing state laws against strikes by public employees are generally ineffective; (2) attempt to define what public policy in this area ought to be; and (3) attempt to outline the essentials of a statutory scheme which might implement that policy."

30. Moskow, Michael, J.J. Loewenberg, and E.C. Koziara
Collective Bargaining in Public Employment. New York: Random House, 1970. 336p.

As a current, clearly written and comprehensive text, this work gives a readable analysis of the present situation in public sector labor relations. It also contains a well organized 19 page bibliography.

31. Murphy, Richard J. and Morris Sackman (Eds.)
The Crisis in Public Employee Relations in the Decade of the Seventies: Proceedings of a Seminar Conducted by The Public Employee Relations Center, Harbridge House, Inc., February 25-27, 1970. Washington, D.C.: The Bureau of National Affairs, Inc., 1970. 256p.

Based on an intensive three day seminar, this book presents the current thinking of some of the "leading practitioners and most knowledgeable persons in the public employee relations field." Comprehensive in scope, the various chapters deal with Federal, State and local experience in employee relations, as well as foreign experience with strikes and dispute settlements. Attention is also given to public employee strikes and techniques for impasse resolution in this country, and strategies for developing community support for collective bargaining. The volume finishes with perceptive accounts of the politics of public employee relations and the future of collective bargaining in public service.

The usefulness of the volume as a reference source is enhanced by related tables and charts within many of the individual chapters, a well selected bibliography, a glossary of specialized terms in public employee labor relations, and an appendix reprinting the Federal Executive Orders Nos. 10988 and 11491, excerpts from the Postal Reorganization Act, full texts of the new state labor relations laws of Hawaii, New York and Pennsylvania, the report and recommendations of the Twentieth Century Fund Task Force on Labor Disputes in Public Employment, and the five public employee relations "model laws" which are currently being proposed by various organizations.

32. Nigro, Felix A., (ed.)
"Collective Negotiations in the Public Service; A Symposium," Public Administration Review, vol 28, no. 2 (March/April 1968), pp. 111-147.

Contents. --The new militancy of public employees, by Rollin B. Posey. --Collective bargaining concepts: applications in governments, by Chester A. Newland. --The new dimensions of the strike question, by Gordon T. Nesvig. --Bilateralism and the merit principle, by Paul M. Camp and W. Richard Lomax. --The implications for public administration, by Felix A. Nigro.

33. ________.
"What Every Civil Service Commissioner Needs to Know About Labor Relations," Good Government, vol. 86 (Spring 1969), pp. 3-6.

States that the union drive in government is directed against the "establishment," of which the civil service commissioners are considered a part. Resulting re-examination of the merit system brings benefits, but threats often lead to injuries.

34. Nigro, Felix A.
Management-Employee Relations in the Public Service.
Chicago: Public Personnel Association, 1969. 433p.

This volume attempts, in the words of the author, "to provide an up-to-date, book-length treatment of management-employee relations which will be of use not only to personnel specialists and personnel board and commission members but also to chief administrators, line department heads, supervisors at all levels, legislators, the officials and staffs of employee organizations, and students and others concerned with public personnel administration. Being 'of use' means providing an adequate analysis of the basic issues and problems in developing effective management-employee relations."

35. Oberer, Walter E.
"The Future of Collective Bargaining in Public Employment,"
Labor Law Journal, vol. 20 (December 1969), pp. 777-786.

Dr. Oberer, a professor of industrial relations at the New York State School of Industrial and Labor Relations, Cornell University, comments that when there is much wealth to be distributed--and each gets at least a share--occasional inequities matter little. He suggests, though, that public employees, riding the crest of a change in attitudes concerning strikes, could eventually reach a point where they will encounter a taxpayer backlash. To head off such a confrontation, the author examines various alternatives and new structures, and their possible impact on public sector labor relations. Moderately optimistic, Professor Oberer is hopeful that our political and economic institutions can make the necessary accommodations for a viable public service.

36. Perlman, David L.
"The Surge of Public Employee Unionism," American Federationist,
vol 78 (June 1971), pp. 1-5.

In the words of the author, an assistant Editor of the AFL-CIO News, "In sheer force of numbers of members, unions of public employees are burgeoning. But other developments also paint a fast-changing picture. In the past year, postal workers became the first in the federal workforce to win full bargaining rights on wages and working conditions. For employees of state and local governments--among whom unions are also booming--archaic and punitive laws which once made it illegal to join a union are slowly giving way to more realistic laws which could help resolve impasses."

37. Roberts, Harold S. and John B. Ferguson, (eds.)
Collective Bargaining and Dispute Settlement in the Public and Private Sectors, a Review and Evaluation. Honolulu: Industrial Relations Center, University of Hawaii, 1970. 79p.

39. Roberts, Harold S.
Labor-Management Relations in the Public Service. Honolulu: University of Hawaii Press, 1970. 617p.

A basic source, the late Harold Roberts compiled most of the primary documents, as well as secondary sources giving attitudes and viewpoints, that are needed for understanding the problems of labor-management relations in the public service. A useful reference tool of lasting value, the volume is complemented by a 245 item bibliography and a comprehensive name and subject index.

40. Rock, Eli.
The Problem of Proliferation,"
"The Appropriate Unit Question in the Public Service:/
Michigan Law Review, vol. 67 (March 1969), pp. 1001-1016.

While, as the author states, the appropriate unit question has received much attention in the private sector, it has not received the same attention for public sector employees until recently. The purpose of this article is to focus on certain distinguishing aspects of both the problems and the experience in the public sector, and to discuss a possible approach or philosophy for the future. The primary concern here is undue proliferation of units among the large pool of blue-collar and white-collar employees in the public service. No attempt was made in the article to deal with special groups, such as policemen or firemen, in which the unit question is less difficult. Nor were the unique problems of supervisors and professional employees, such as teachers, discussed, as they are sufficiently important and complex to require separate treatment.

41. Ross, Irwin.
"The Newly Militant Government Workers," Fortune, vol. 78 (August 1968), pp. 104-107, 131+ .

States "Government workers' unions, indeed, have become the dynamic sector of the labor movement" and summarizes recent strike activity. The history, growth, and current activites of AFSCME are described as well as a study of Jerry Wurf, its president. Probes the "no. 1 issue" of strikes in government unionism and offers a "three-tier approach."

42. Rowe, John W.
"Prohibition Revisited: the Strike Ban in Public Employment," Wisconsin Law Review (1969), pp. 930-948.

This commentary summarizes those opinions supporting the broad strike ban and the counter theories which attempt to justify the use of the strike. Alternative and supplements to the strike ban are analyzed. The author attempts to demonstrate that the present broad ban on public employee strikes is unfair and unworkable; that the strike can and should be recognized as a legitimate tool for most public employees on many occasions; and that when government attempts to limit this weapon, it must provide third party decision-making as a quid pro quo.

43. Schoenthal, Val L.
"Collective Bargaining in the Public Sector: A Survey of Major Options," Drake Law Review, vol. 18, no. 1 (December 1968), pp. 26-46.

The purpose of this paper "... is to present a general survey of the developments and trends and, against this background, to raise for consideration some of the major options available for Iowa and the many similar 'semi-industrial' states... Among the principal options which will be examined are those apparent in the separate aspects of practical politics, techniques of legislative approach, scope of regulation, choices among administrative structure and alternative specific measures and methods for the selection of employee representatives and the resulution of disputes."

44. Shils, Edward B.
"Collective Bargaining Can Strengthen the Merit System," Public Employee, vol. 32, no 10 (October 1967), p. 11.

Maintains that a personnel manual does not assure equitable personnel procedure; that union negotiators should show personnel officers that employee rights and tenure can be doubly protected through divil service rules and union representation; that the merit system can be reconciled with and strengthened by collective bargaining.

45. Smith, Russell A. and R. Theo. Clark,Jr.
"Reappraisal of the Role of the States in Shaping Labor Relations Law," Wisconsin Law Review (Summer 1965), pp. 411-461.

Viewing the entire range of federal-state relationships in labor relations, the pervasive pre-emption doctrine which the Supreme Court has applied to federal labor relations legislation has, in the opinion of the authors, largely derogated state authority in this area. In arguing that such an approach represents unsound policy, they recommend an alternative, based on the basic principles of the federal legislation, which would give additional jurisdiction to the states. They also point out extensive areas which remain subject to state authority and, because substantial developments are taking place at the state level, urge the states to exploit their opportunities to provide the nation with experience with varying policies.

46. Smythe, Cyrus F., Jr.
"A Pragmatic Approach to Public Employee Labor Legislation," Public Personnel Review, vol. 31 (October 1970), pp. 265-268.

Citing five standpoints from which prohibitions of strikes is less than a satisfactory solution to public employment collective bargaining problems, the author demonstrates how it is in the best interest of public employers themselves to follow less rigid policies and practices. According to Dr. Smythe, the public employer needs greater flexibility to deal pragmatically with collective employee groups than presently exists. The psychological in addition to the economic and political pressures of a collective employment relationship require more options for the parties than the traditional legal framework has allowed.

In the author's view, "The law historically in the United States has been more often a result than a cause of social and economic changes. To expect the legal structure providing for government employment relations to be modified rapidly is, therefore, not realistic. Some indications of what changes are needed, however, seem to becoming more clear."

47. Stahl, O. Glenn
"Strikes and Society," Good Government, vol 87, no. 4 (Winter 1970), pp. 15-20.

"If any of these remarks are taken as comfort by those who have traditionally resisted unionization and all the worthwhile programs that many unions have stood for, then they are consoling to the wrong persons. For the views advanced here about strikes are directed only against this particular form of behavior, not against the cause of labor in general," says Dr. Stahl as he states his case against the "evil of the strike method." Dr. Stahl, now retired, is former Director of the U.S. Civil Service Commission's Bureau of Policies and Standards.

48. Stanley, David T.
"What are Unions Doing to Merit Systems?" Public Personnel Review, vol. 31 (April 1970), pp. 108-113.

Dr. Stanley, a member of the Senior Staff of the Brookings Institution, presents a preliminary report on his study of the impact of unions on public administration, one of the five current Brookings studies on unions, collective bargaining and public employment.

In his words, "A mixed and moderate report results from the study. Civil Service is not disappearing, nor is it fighting unions to a standstill, nor is there beautiful collaboration everywhere. In general, unions, bargaining, and contractual provisions are invading more and more precincts previously occupied only by civil service commissions or personnel offices. How good or how bad this is depends upon the value system of the beholder."

49. Sullivan, Daniel P.
"Antitrust Law Coverage of Public Employee Unions: An Examination," Georgia State Bar Journal, vol. 5(May 1969), pp. 453-463.

"It is the purpose of this article to discuss the areas in which the public employer is liable under the antitrust legislation and then discuss the areas in which public employee unions would also be liable in light of those cases which have held private sector unions to be liable."

50. ________.
"Subjects of Collective Bargaining in the Public Service: Not Really Collective Bargaining," Missouri Law Review, vol. 33, no 4 (1968), pp. 409-425.

Analyzes statutory and judicial requirements regulating public officers, public employee collective bargaining statutes, and case law in order to resolve ambiguities and define terms relating to conditions of employment. Concludes that in the public service collective bargaining in regard to the areas discussed "should proceed on a case by case basis with public policy being the basic consideration.

51. ________.
"The Supreme Court and Public Employee Collective Bargaining," Tennessee Law Review, vol. 35, no. 3 (Spring 1968), pp. 452-466.

Considers how economic advancement in public employment may be achieved in light of Supreme Court decisions. Analyzes decisions to determine whether there is a balance between the functions of government and the constitutional protections of the individual. Emphasis is on state employment.

52. ________.
"Union Security Agreements in the Public Service: An Evaluation," Mississippi Law Journal, vol. 40, no. 1 (December 1968), pp. 10-23.

Considers various forms of union security agreements used in the private sector to determine their applicability for public employees. Concludes that the agency shop agreement is the most applicable, but urges proceeding with caution with the use of any form that might endanger the merit system.

53. Taylor, George W.
"Public Employment: Strikes or Procedures?" Industrial and Labor Relations Review, vol. 20(July 1967), pp. 617-636.

This article presents the reasoning supporting Dr. Taylor's now classic position that: "It is ultimately the legislature and the political processes which have to balance the interests of public employees with the rest of the community. The balancing involves considering the relation of the compensation of public employees to tax rates, an appraisal of the extent and quality of public service desired by the taxpayer, and an evaluation of the efficiency of the performance of public employees as related to their performance. Methods of persuasion and political activity, rather than the strike, comply with our traditions and with the forms of representative government to which we are dedicated as the appropriate means of resolving conflicts of interests in this area. These methods of persuasion and political activity, moreover, have long been utilized by a wide variety of employee organizations which are indigenous to public employment, for example, by organizations in the postal service."

"... Strikes are not the answer; new procedures are."

54. Ullman, Joseph C. and James P. Begin.
"The Structure and Scope of Appeals Procedures for Public Employees," Industrial and Labor Relations Review, vol. 23 (April 1970), pp. 323-334.

While current trends suggest the proportion of public and private employees covered by negotiated appeals procedures will be similar within a few years(both approximately 1/3), this article concludes that qualitatively, appeals procedures in the public sector compare unfavorably with private sector arrangements, especially from the employees' point of view. The reasons are, first, the multiplicity of public sector procedures produces confusion and failure of employees to exercise all their rights; second, a majority of public workers do not have access to grievance arbitration; and third, the scope of negotiated procedures in the public sector as a whole is narrower than in the private sector.

55. Waks, Jay W.

"Impact of the Agency Shop on Labor Relations in the Public Sector," Cornell Law Review, vol. 55 (April 1970), pp. 547-593.

In the author's words, "At a time when public employees increasingly are being granted the right to negotiate collectively over their wages, hours, and conditions of employment, it seems both logical and desirable to expand this right to include a right to union security. The agency shop is the most acceptable form of union security compatible with the scheme of labor relations in the public sector....

"Limitations on the operation of an agency shop arrangement are necessary to protect the public employee from onerous obligations. Thus, a model agency shop statute from which an agency shop agreement can be derived is suggested. In drawing the line short of actual union membership, the proposed scheme balances the individual employee's free agency against the requisite stability for the majority representative of public employees. And to the extent that the introduction of such stability in public labor relations through the inclusion of the agency shop promotes a commensurate diminution in the influence and operations of a civil service system for public employment, the agency shop issue is only one aspect of the struggle to replace the 'paternalistic' concept of civil service employment with active involvement through collective bargaining." A valuable feature of the article is a careful listing of state code citations to laws on, or affecting public sector labor relations in 29 states.

56. ________.

"The Privilege of Exclusive Recognition and Minority Union Rights in Public Employment," Cornell Law Review, vol. 55 (July 1970), pp. 1004-1032.

In the author's opinion, "Exclusive recognition for a majority union is compatible with the existence of minority unions in public employment; however, the special public environment within which these opposing organizations act makes it necessary to stress the rights of the union representing a minority of the employees in a public unit. To protect the organizational integrity of the minority union it becomes necessary to circumscribe the powers or benefits enjoyed by the exclusively recognized union within the context of its duty to act as representative of all the employees for the purposes of collective bargaining and contract administration. Beyond the right to negotiate and reach final agreement afforded the exclusive representative by the applicable bargaining statute, a minority organization should receive treatment equal to that accorded the exclusive union."

57. Walsh, Robert E. (Ed.)
Sorry .... No Government Today; Unions vs. City Hall. Boston: Beacon Press, 1969. 325p.

In spite of its title, this anthology of forty-five articles is a well balanced presentation on the problems of local government unionism. The selections, written by key individuals or from prominent organizations in the public sector field, cover the problems of public management, fireman and policemen, teachers, the policies of AFSCME, the role of law, the use of specialists at the bargaining table, the pros and cons on the right to strike by public employees, and the issue of compulsory unionism vs. union security.

58. Warner, Kenneth O. (Ed.)
Collective Bargaining in the Public Service: Theory and Practice. Chicago: Public Personnel Association, 1967. 200p.

59.. ________ and Mary L. Hennessy
Public Management at the Bargaining Table. Chicago: Public Personnel Association, 1967. 490p.

These two volumes are a small sample of the work of Kenneth Warner who, in his career as Executive Director of the Public Personnel Association, has probably done more than any other one individual to highlight the importance of collective bargaining and its implications for public administration.

The 15 chapters in Collective Bargaining in the Public Service: Theory and Practice provide "comparative background material on recent developments in municipal, provincial and national governments of Canada, as well as an up-to-date survey (as of 1967) of current happennings in jurisdictions of the United States. The volume describes present and emerging practices in the light of legal arrangements that vary all the way from unilateral pronouncements, reached through discussion and conferences, to all-out collective bargaining. All the contributors to this work were experienced practitioners in their respective jurisdictions and offered a note of practicality interwoven with a solid theoretical foundation."

Public Management at the Bargaining Table describes the "framework within which public management now deals with employee organizations and gives a brief account of emerging practices. Upon this background it offers practical suggestions about the planning and conduct of collective bargaining, and the policy and procedual decisions that must be reached to maintain harmonious relations with employee organizations. It contains some tentative conclusions about the future of collective bargaining in the public service, and what the future may hold for public administrators. Finally, it includes documents and other source materials that permit students and practitioners to gain a broader view of the subject."

60. Wellington, Harry H. and Ralph K. Winter, Jr.
"The Limits of Collective Bargaining in Public Employment," Yale Law Journal, vol. 78, no.7 (June 1969), pp. 1107-1127.

Explores the claims for collective bargaining in both the private and the public sectors and presents models for the two sectors. Discusses public employee strikes and the political process and the doctrines of sovereignty and delegation.

61. Wellington, Harry H. and Ralph K. Winter, Jr.
"Structuring Collective Bargaining in Public Employment," The Yale Law Journal, vol 79, no. 5 (April 1970), pp. 805-870.

This article addresses itself to two general questions: First, the extent to which a single structure, at either the state or federal level, should govern municipal labor relations; and second, the impact of collective bargaining on the role of government and the functions its performs. The strike problem is examined at length: what mechanism can replace the strike if it is to be prohibited; what sanctions can back up the prohibition; and, if strikes are to be permitted in non-emergency situations, what steps can be taken to reduce the vulnerability of the political process. Also examined is the scope of bargaining issue: what should be the role of collective bargaining in resolving disputes issues which involve terms and conditions of employment but which are also matters of political import.

62. Werne, Benjamin.
"Collective Bargaining in the Public Sector," Vanderbilt Law Review, vol. 22 (May 1969), pp. 833-871.

Citing recently enacted state statutes and decisions made under them, he discusses state and city efforts to resolve employee-management relations problem areas, as well as the negotiation of agreements and their administration.

63. Wurf, Jerry.
"Trend Toward Collective Bargaining," Public Management, vol. 51, no. 10 (October 1969), pp. 11-13.

Maintains that the problem in the public employee-management field is one of new laws. They often appear to encourage collective bargaining, while in fact they hinder it. Points out such weaknesses in New York's Taylor law. Sees a hopeful sign in the growing number of public officials have an awareness that in the 1970's collective bargaining will be the dominant method of handling employee management relations in cities and states.

64. Zack, Arnold M.
"Improving Mediation and Fact-Finding in the Public Sector," Labor Law Journal, vol. 21(May 1970), pp. 259-273.

Statistics indicate that, at present, the great majority of public sector agreements have been successfully negotiated using dispute-settlement machinery. In looking to the future, however, the author foresees an increased resort to public sector strikes because presently acceptable means may become inadequate unless modified. Steps must be taken to insure that mediation and fact-finding do not become mere procedual formality, with the strike--or the threat of it--remaining as the final weapon with which to force agreement.

65. Zagoria, Sam.
"Improving City Hall's Labor Relations: What Role for the Mayor and Council?" Nation's Cities, vol. 9 (February 1971), pp. 18-20.

In an address delivered at the 47th annual Congress of Cities in Atlanta last December, the author presents some hard-hitting, practical advice to local government officials on the collective bargaining process and the steps they should take to ensure workable local public sector labor relations. In addition to improvement of management practices and an understanding of bargaining strategies, the author makes a strong suggestion that local officials help develop a state law providing for the orderly disposition of issues if the city and the union cannot agree on their own. In his words, "Such legislation will not avert all strikes and slowdowns but providing such avenues for peaceful adjustment makes it more likely they will be used. It will not make lovebirds out of the parties, but will provide calm chambers for their ardent advocacy."

Governmental, Professional, Management, and Union Policy Reports on Public Employee Labor Relations

In addition to their regular staff research activities, in recent years many state and local governmental authorities, executive and legislative, have established advisory groups to make recommendations concerning public employee labor relations legislation. Also, organizations such as the National Governors' Conference and the Advisory Commission on Intergovernmental Relations have published significant reports with recommendations for public policy. Foundations, business and professional associations, and unions, likewise, have supported task forces and study committees to analyze the problems in this field and to make suggestions for needed policies and programs.

The reports of these research and advisory groups, accordingly, are important sources for determining expert opinion on public sector unionization. Any serious attempt to understand the complexities of labor relations in this area or to formulated new public policy should begin with an examination of these reports. A logical starting point is Russell A. Smith's article, "State and Local Advisory Reports on Public Employment Labor Legislation: A Comparative Analysis," Michigan Law Review, vol. 67, no. 5 (March 1969), pp. 891-918.

The trials and traumas of the attempt to get legislation in one state, Illinois, have been described in two articles: Milton Derber, "Labor-Management Policy for Public Employees in Illinois: The Experience of the Governor's Commission, 1966-67," Industrial and Labor Relations Review, vol. 21 (July, 1968), pp. 541-552, and R. Theodore Clark, Jr., "Public Employee Labor Legislation: A Study of the Unsuccessful Attempt to Enact a Public Employee Bargaining Statute in Illinois," Labor Law Journal, vol. 20, no. 3 (March 1969), pp. 164-173.

A more successful approach which eventually obtained public sector labor legislation is presented by Robert L. Stutz in "A Consensus Approach to Municipal Labor Relations Legislation," Connecticut Government, vol. 18 (March 1965), pp. 1-4. George W. Taylor comments on the work of his New York Governor's Committee in "Strikes in Public Employment," Good Government, vol. 85 (September 1968), pp. 9-15.

66. Advisory Commission on Intergovernmental Relations
Labor-Management Policies for State and Local Government.
Washington, D.C.: U.S. Government Printing Office, 1969. 263p.

67. American Bar Association. Committee on State Labor Law.
"Report of Committee on State Labor Law to American Bar Association, May, 1970," Government Employee Relations Report, RF-5 61:201, pp. 3-6.

68. AFL-CIO Maritime Trades Department. MTD Study Committee, Jerry Wurf, Chairman
Collective Bargaining in the Public Sector: A Final Report to the AFL-CIO Maritime Trades Department. Washington, D.C., 1969. 36p.

69. Arkansas. Legislative Council.
The Right of Public Employees to Organize, Bargain Collectively, Picket and Strike Against Their Employer. (Research Report no. 117) Little Rock, 1963. 11p.

70. Arkansas. Legislative Council.
Collective Bargaining Rights and Check-Off Dues of Public Employees. (Research Report no. 137) Little Rock, 1966. 10p.

71. Arkansas. Legislative Council. Research Department.
Collective Bargaining for Public Employees. (Information Memorandum #136) Little, Rock, 1970. 11p.

72. California. Legislative Assembly. Interim Committee on State Personnel and Veterans Affairs.
"Employer-Employee Relations in the Public Service," Report of the Interim Committee... Sacramento, 1968. 18p. (Vol. 24, no. 6)

73. California. State Personnel Board.
A Proposed Approach for Formalizing Employer-Employee Relations in the State Civil Service; California State Personnel Board Report in Response to House Resolution 530. Sacramento, 1969. 39p.

74. Colorado Legislative Council
Report to the Colorado General Assembly: Public Employee Negotiations. (Research Publication #142) Denver, 1968. 44p.
(Reported in Government Employee Relations Report #272: B-9)

75. *Connecticut General Assembly. Interim Commission to Study Collective Bargaining by Municipalities, chaired by Robert L. Stutz
Report. Hartford, February, 1965. 28p.
(GERR #81, March 29, 1965, D1-D10)

76. Florida House of Representatives. Committee on Labor and Industry. Subcommittee on Collective Bargaining in Public Employment, Rep. Charles E. Davis, Jr., Chairman
Collective Bargaining in Public Employment: A Study Report of the Committee on Labor and Industry. Tallahassee, September, 1970. 84p.

77. Hawaii University. Legislative Reference Bureau.
"Article 12: Organization, Collective Bargaining," Hawaii Constitutional Convention Studies, by Harold S. Roberts. Honolulu, 1968. 122p.

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*Analyzed in Russell A. Smith, "State and Local Advisory Reports...." op. cit.

78. *Illinois. Governor's Advisory Commission on Labor-Management Policy for Public Employees, chaired by Martin Wagner
Report and Recommendations. Springfield, March, 1967. 64p.
(GERR #184, March 20, 1967, D1)

79. Illinois (State). Commission on Labor Laws
Report and Recommendations to the Governor and the General Assembly, April 1971. Chicago, Illinois, 1971. 82p., plus Appendices A-P.

80. Indiana. Legislative Council
Report of the State Personnel Policy Study Committee. Indianapolis: State House, 1971. 10p.

81. Iowa. General Assembly. Employment Practices Study Committee.
Final Report of the.... Des Moines, 1971. 3p.

82. Kentucky. Legislative Research Commission.
Legislative Hearing: Collective Bargaining for Public Employees (Information Bulletin #75) Frankfort, November, 1969. 166p.

83. Kheel, Theodore W., with the assistance of Lewis Kaden
Report to Speaker Anthony J. Travia on the Taylor Law , with a proposed plan to prevent strikes by public workers. New York, 1968. 36p.

84. *Los Angeles County. Board of Supervisors. Consultants' Committee on Employee Relations, chaired by Benjamin Aaron
Report. July, 1968.
(GERR #261: B-1, F-1)

85. McKelvey, Jean T.
"Cook County /Illinois/ Commissioners' Fact Finding Board Report on Collective Bargaining and County Public Aid Employees," Industrial and Labor Relations Review, vol. 20 (April, 1967), pp. 457-477.

86. Maine Legislative Research Committee, Senator Horace A. Hildreth, Jr., Chairman
Report on Collective Bargaining by Municipalities to Second Special Session of the One Hundred and Third Legislature. (Publication 103-18) Augusta, January, 1968. 14p.

87. Maryland. Governor's Task Force on Public Employee Labor Relations, chaired by Louis Aronin
Report and Recommendations. Annapolis, 1968.
(GERR #278, January 6, 1969, AA4-AA8)

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*Analyzed in Russell A. Smith, "State and Local Advisory Reports...", *ibid.*

88. Massachusetts. Department of Education.
"Report of the Task Force on Collective Bargaining in Public Education to the Massachusetts Board of Education," Negotiation Research Digest, vol. 3, no. 2 (October 1969), pp. 21-26.

89. Massachusetts. Legislative Research Council.
Report Relative to Collective Bargaining and Local Government Employees. Boston, 1969. 47pp. (House Report no. 4746)

90. *Michigan. Governor's Advisory Committee on Public Employee Relations, chaired by Russell A. Smith
Report to Governor George Romney. Lansing, February, 1967. 27p. plus appendices.
(GERR #181, February 28, 1967, F-1)

91. Minnesota. Governor's Advisory Council on Public Employee Relations between Government Agencies and Employees, chaired by Frank J. Gleeson
Final Report. Minneapolis, December, 1970. 98p.
(GERR #379, B1-B4, E-1)

92. *Minnesota. Governor's Committee on Public Employee Labor Relations Laws, chaired by Judge Wm. D. Gunn, Minnesota District Court
Report. Minneapolis, March, 1965.

93. National Association of Manufacturers, with the U.S. Chamber of Commerce
"Position Paper on Government Employee Labor Relations," Government Employee Relations Report, No. 350 (May, 1970), pp. G-1-G-5.

94. National Governors' Conference
Report of Task Force on State and Local Government Labor Relations, 1967. Chicago: Public Personnel Association, 1967. 101p.

95. ________. 1968 Supplement. Chicago: Public Personnel Association, 1968. 26p

96. ________. 1969 Supplement. Chicago: Public Personnel Association, 1969. 46p.

97. ________. 1970 Supplement. Chicago: Public Personnel Association, 1971. 78p.

98. *New Jersey. Public and School Employees Grievance Procedures Study Commission, chaired by Marver H. Bernstein
Final Report to the Governor and the Legislature. State Capital, Trenton, January, 1968. 45p.
(GERR #229, January 29, 1968, D1-D14)

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*Analyzed in Russell A. Smith, "State and Local Advisory Reports...," ibid.

99. New York (City) Temporary Committee on City Finances
Municipal Collective Bargaining: Relations between the City of New York and Public Employee Organizations, by George H. Deming and others. (Staff Paper #8) July, 1966. 65p. Room 2230, Municipal Bldg., New York, N.Y. 10007

100. New York (City) Tripartite Panel to Improve Collective Bargaining Procedures
Report of Labor Management Institute(AAA) to Mayor John V. Lindsay, transmitting labor-management agreement to establish Office of Collective Bargaining, March 31, 1966. 23, 3p. Reprinted and available from AFSCME District Council 37, 68 Trinity Place, New York, N.Y.
(GERR #134, B-1)

101. *New York (State) Governor's Committee on Public Employee Relations, chaired by George W. Taylor
Final Report. Albany, March, 1966. 63p. plus 17p.appendix
(GERR #135: B-1, D-1)

102. ________. First Interim Report. Albany, June 17,1968 35p.

103. ________. Second Interim Report.Albany, January, 1969 19p.
(GERR #283, February 10, 1969, G-2--G-7)

104. New York (State). Joint Legislative Committee on Industrial and Labor Conditions.
"The Continuing Problem of Employment in the Public Service," Report ... for the Year 1966-1967. Albany, 1967. (Legislative Document (1967) no. 21)

105. New York (State). Joint Legislative Committee on Industrial and Labor Conditions.
"The Crisis in Employment in the Public Service Field--the Need for Rapport in Employer-Employee Relations," Section IV, Report ... for the Year 1968-1969. Albany, 1969.

106. New York (State) Legislature. Select Joint Legislative Committee on Public Employee Relations.
1969 Report. (Legislative Document, 1969, no. 14) Albany, 1970 86p.

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*Analyzed in Russell A. Smith, "State and Local Advisory Reports....", ibid.

107. North Carolina. Governor's Study Commission on Employer-Employee Relations.
Report of the.... Raleigh, 1970. 12p.

108. Ohio Legislative Service Commission
Report on Public Employee Labor Relations. Columbus: State House, 1969 85p. (Staff Research Report #96)

109. Oregon Legislative Fiscal Committee, Rep. Joe B. Richards, Chairman
State Personnel and Employe Relations System: Report of the Legislative Fiscal Committee to the 55th Legislative Assembly. Salem, 1968. 84p.

110. Oregon. Legislative Interim Committee on Labor-Management Relations.
Report of the ... Salem, 1970. 57p.

111. *Pennsylvania. Governor's Commission to Revise the Public Employee Law of Pennsylvania, chaired by Leon E. Hickman
Report and Recommendations. Harrisburg, June, 1968. 18p. (GERR #251, July 1, 1968, B-8, E-1)

112. *Rhode Island. General Assembly. Commission to Study Mediation and Arbitration
Report. Providence, February, 1966.

113. South Dakota. State Legislative Research Council
Labor-Management Relations in Public Employment. Pierre: State Capital, December, 1969. 46p.

114. Tennessee. Governor's Committee on Public Employee Organization.
Report. Nashville, Tenn., November, 13, 1968.

115. Twentieth Century Fund. Task Force on Labor Disputes in Public Employment
Pickets at City Hall: Report and Recommendations of the Task Force.... New York: The Fund, 1970. 38p.

116. Wisconsin. Governor's Advisory Committee on State Employment Relations, chaired by Edwin Young
Report. Madison: Wisconsin Department of Administration, State Office Building, December, 1970. 33p., plus John A. Lawton, "Minority Report," 41p.

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*Analyzed in Russell A. Smith, "State and Local Advisory Reports....", ibid.

C. Proposed "Model Laws" for Public Employee Labor Relations and Rights

One of the tangible by-products of some of the advisory study commissions has been the preparation of proposed "model laws" for enactment by legislatures. Various union groups and professional associations have also drawn up model statutes as part of their legislative programs.

117. Advisory Commission on Intergovernmental Relations
"State Public Labor-Management Relations Act," New Proposals for 1971: ACIR State Legislative Program. (Publication # M-53) Washington, D.C.: U.S. Government Printing Office, 1970. pp. 5-14.

118. ________.
"State Public Labor-Management Relations Act(Collective Negotiations)," New Proposals for 1971: ACIR State Legislative Program. (Publication # M-53) Washington, D.C.: U.S. Government Printing Office, 1970. pp. 15-23.

119. ________.
"An Act Governing the Conduct of Public Employee Unions, Associations, and Organizations," New Proposals for 1971: ACIR State Legislative Program. (Publication # M-53) Washington, D.C.: U.S. Government Printing Office, 1970. pp. /25-27/.

120. AFL-CIO. Executive Council. Subcommittee on Collective Bargaining Rights for State and Local Government Employees
A Proposed Model State Collective Bargaining Law for Employees in the Public Sector and Employees in Non-Profit Institutions Financially Aided from Public Funds. Washington, D.C., November 6, 1970. 16p.

121. ________.
A Proposed Model State Anti-Injunction Law for Employees in the Public Sector. Washington, D.C., November, 1970. 2p.

122. American Federation of State, County, and Municipal Employees
"National Public Employee Relations Act," (H.R. 17383, introduced into Congress by Rep. J.H. Gilbert, April 30, 1970), Government Employee Relations Report RF-1, 51:201-208.

123. American Federation of State, County, and Municipal Employees
"AFSCME Model State Collective Bargaining Law for Public Sector Workers," November, 1970, Government Employee Relations Report RF-14, 51:251-255.

124. American Federation of Teachers
"AFT Model Collective Bargaining Bill," Government Employee Relations Report , RF-1, 51:241.

125. Education Commission of the States
"Model Bill for Public School Teachers," Laws and Proposals Affecting Public School Negotiations, vol. 1: Guides and Proposals for Legislation. Washington, D.C.: Educational Service Bureau, Inc., 1970. pp. 30-36.

126. Koslow, Neil, James H. Breasy and Howard A. Kenly.
" A Model Public Employees Collective Bargaining Act," Harvard Journal on Legislation, vol. 7(May 1969), pp. 548-562.

127. McBrearty, James C.
"A Suggested Public Employee Relations Act," Recommendations and Suggested Framework for Public Employment Relations in Arizona. Tucson, Arizona: Division of Economic and Business Research, College of Business and Public Administration, University of Arizona, 1970. pp. 15-24.

128. National Civil Service League
A Model Public Personnel Administration Law. Washington, D.C., November, 1970. 16p.

129. National Education Association
"Professional Negotiations Act for Public Education," (introduced into Congress by Sen. Lee Metcalf, April 25, 1969) Government Employee Relations Report , RF-1, 51: 221-231.

130. ________.
"Proposed Bill of Teacher Rights," Educators Negotiating Service: Complete Texts, September 15, 1970. Washington, D.C.: Educational Service Bureau, Inc., 1970. 5p.

D. State, Local and Other Experience with Public Employee Labor Relations Laws

During the past decade, there has been an extensive cumulation of practical experience at State and local governmental levels with the operation of public employee labor relations laws. The following items attempt to document various elements of that experience, but they do so in an uneven fashion. Although there is an increasing volume of literature on public sector labor relations, most of it is descriptive with a minimum of rigorous research or systematic analysis to reinforce the expressed opinions. Even the descriptive literature is unevenly distributed on a geographic basis, the developments in some states getting a reasonably ample coverage, while the majority of states remain a bibliographic void.

While many items listed in this section of the bibliography may no longer describe conditions as they exist today, they still can be useful as an indication of problems which may be found at different stages in the development of a public employee labor relations program. This part of the bibliography has sought to list items which give a general analysis of state or local experience, and hence it generally has not dealt with the labor relations problems of specific occupations or the functional aspects of collective bargaining, except as these topics in selected items illuminate the more general dimensions of state or local experience. Practically speaking, this distinction has been difficult to maintain and future bibliographies in this series will focus on those topics which have not been covered in this approach.

131. Amundson, Norman
"Negotiated Grievance Procedures in California Public Employment: Controversy and Confusion," California Public Employee Relations, no. 6 (August 1970), pp. 1-18.

132. Anderson, Arvid.
"Compulsory Arbitration under State Statutes," Proceedings of the Twenty-Second Annual New York University Conference on Labor. New York: Matthew Bender, 1970, pp. 259-283.

133. ___________.
"Public Employees and Collective Bargaining: Comparative and Local Experience," Proceedings of the 21st Annual Conference on Labor, New York University. New York, 1969.

134. Anderson, Howard J. (ed.)
Public Employee Organization and Bargaining; A Report on the Joint Conference of the Association of Labor Mediation Agencies and the National Association of State Labor Relations Agencies, August 19 to August 24, 1968. Washington, D.C.: The Bureau of National Affairs, Inc., 1968. 117p.

Contents. --Public Employee Bargaining in Puerto Rico, by Alfredo Nazario. --Recent Developments involving Public Employee Organization and Bargaining, by Howard J. Anderson. --The Taylor Law and the Strike Ban, by Donald H. Wollett. --Experiences with Current Substantive Practices in Public Employee Labor Relations: Michigan, by Robert G. Howlett; New York State, by Robert D. Helsby; New York City, by Arvid Anderson; Wisconsin, by Morris Slavney. --1967 School Disputes in Michigan, by Russell Allen. --Observations on the Process of Fact-Finding in Michigan Public Education Teacher-School Board Contract Disputes, by Charles T. Schmidt, Jr. --White-Collar Collective Bargaining in Canada, by Frances Bairstow. --An Evaluation of the Canadian Public Service Staff Relations Act, by Edward Herman.

135. Belasco, James A.
Public Employees Disputes Settlement: the Wisconsin Experience. (Reprint Series #188) Ithaca, N.Y: New York State School of Industrial and Labor Relations, Cornell University, 1966. 50pp.

136. Boyer, Leonard R. and Betty L. Brewer
"Public Sector Bargaining: A Survey of Ohio Cities," Akron Business and Economic Review, vol. 1 (Winter, 1970), pp. 9-14.

137. "When Cities Collide with the Unions," Special Report, Business Week, January 2, 1971, pp. 24-30.

138. Cincinnati University. Institute of Governmental Research
Survey of Public Employee Labor Relations in Ohio. (Report #1GR 69-4) 1969.

139. Connery, Robert H. and William V. Farr, (eds.)
"Unionization of Municipal Employees," Proceedings of the Academy of Political Science, Vol. 30, No. 2, entire issue. New York: The Academy, Columbia University, 1970. 183p.

Contents. --The growth of municipal employee unions, by Hugh O'Neill. --Labor relations in state and local governments, by Harold Rubin. --Impact of the Taylor Law on local governments, by Robert D. Helsby and Thomas E. Joyner. --The effect of unions on local governments, by David T. Stanley. --Collective bargaining and the merit system, by Felix A. Nigro. --Municipal labor relations in New York City, by Raymond D. Horton. --Management's view of the New York City experience, by Anthony C. Russo. --Michigan public employee relations, by Robert E. Pickup. --The California experience, by David Bowen, Peter Feuille and George Strauss. --The Philadelphia experience, by Lennox L. Moak. --The revolution in government employment, by Jerry Wurf. --Teacher unions and educational accountability, by George R. LaNoue and Marvin R. Pilo. --Dissent in municipal employee organizations, by James P. Gifford. --Impact of unionization on blacks, by Ewart Guinier. --Selected bibliography, by W. Michael Garner.

140. Cook, Alice H.
"Public Employee Bargaining in New York City," Industrial Relations, May 1970, pp. 246-267.

141. Crouch, Winston W.
Employer- employee Relations in Council-Manager Cities. (ICMA Research Reports) Washington, D.C.: International City Management Association, 1968. 137p.

142. ————.
"The American City and Its Organized Employees," Urban Data Service, vol. 1, no. 3 (March 1969), pp. 2-36.

143. Dole, Richard F., Jr.
"State and Local Public Employee Collective Bargaining in the Absence of Explicit Legislative Authorization," Iowa Law Review, vol. 54, #4 (February 1969), pp. 539-559.

144. Douds, Charles T.
"The Status of Collective Bargaining of Public Employees in Pennsylvania: A Look at Accomplishments and Prospects," Economic and Business Bulletin, vol. 21 (Summer 1969), pp. 28-31.

145. Dowling, Edward T.
"Role of the Connecticut Labor Relations Board in Municipal Collective Bargaining, 1965-1970," Connecticut Government, Fall 1970, pp. 1-5.

146. Gelman, Julius G.
"Indiana Labor Relations Law: The Case for a State Labor Relations Act," Indiana Law Journal, vol. 42 (Fall 1966), pp. 77-107.

147. Gerhart, Paul F.
"The Scope of Bargaining in Local Government Labor Negotiations," Labor Law Journal, August 1969), pp. 545-552.

148. de Gialluly, Max
"Employment, Employee Organization, and Strike Trends in California Public Service," California Public Employee Relations, No. 5 (May 1970), pp. 1-13.

149. Gilroy, Thomas P.
"The Present Status of Municipal Employee Negotiations in Iowa," (Iowa City: Center for Labor and Management, College of Business Administration, University of Iowa), Government Employee Relations Report #385, January 25, 1971, pp. D1-D8.

150. Goldberg, Joseph P.
"Changing Policies in Public Employee Labor Relations," Monthly Labor Review, vol. 93 (July 1970), pp. 5-14

151. Green, Wade A.
"Labor Unions and Our Municipalities," South Carolina City, Fall, 1970, pp. 18-19.

152. Heisel, W. Donald
"Anatomy of a Strike/Cincinnati/ " Public Personnel Review, vol. 30 (October 1969), pp. 226-232.

153. Helsby, Robert D. and Thomas E. Joyner
"The Impact of the Taylor Law on Local Government in New York State," Unionization of Municipal Employees, Proceedings of the Academy of Political Science, Vol. 30, #2. New York: Columbia University, 1970.

154. Howlett, Robert G.
"Michigan's Experience with Public Employee Bargaining," Government Employee Relations Report #206, August 21, 1967, pp. E1-E8.

156. Hustad, Fred.
"The Legal Conflict between Civil Service and Collective Bargaining in Michigan," Public Personnel Review, vol 31 (October 1970); pp. 269-272.

157. International City Management Association
Municipal Labor Relations: An Overview of the Experience. 16p. (Management Information Service No. 295) Washington, D.C., 1968.

158. Kassalow, Everett M.
"Public Employee Bargaining in Europe: What Lessons for the United States?" IRRA Proceedings of the 21st Annual Meeting, Winter 1968 (Madison, Wisc.: IRRA, 1969), pp. 48-58.

159. Kestin, Howard H. (ed.)
The New Jersey Employer-Employee Relations Act of 1968: An Analysis of Public Sector Problems. Newark, N.J.: Institute for Continuing Education, 1970.

160. King, Bernard T.
"The Taylor Act--Experiment in Public Employer-Employee Relations," Syracuse Law Review, vol. 20, No. 1 (Fall 1968), pp. 1-20.

161. Klaus, Ida
"The Evolution of a Collective Bargaining Relationship in Public Education: New York City's Changing Seven-Year History," Michigan Law Review, vol. 67, #5 (March, 1969), pp. 1033-1066.

162. Krislov, Joseph and Robert M. Peters
"Grievance Arbitration in State and Local Government: A Survey," Arbitration Journal, vol. 25, #3 (1970), pp. 196-205.

163. Krause, Robert D.
"The Short, Troubled History of Wisconsin's New Labor Law," Public Administration Review, vol 25, #4 (December 1965), pp. 302-307.

164. Larson, James E. and Tracy Lightcap.
"Collective Bargaining and the Public Service," University of South Carolina Government Review, November 1969, entire issue.

165. League of Oregon Cities
Memorandum on Legislative History of Oregon's Collective Bargaining Legislation Affecting City Employees. Salem, Oregon, 1967. 6p.

166. Lincoln, Albert L.
"The New York City Transit Strike: An Explanatory Approach," Public Policy,1967. (Cambridge, Mass.: Harvard University, J.F. Kennedy School of Government, 1967), pp. 271-292.

167. Longshore, George C.
"Unions and the Public Employee in Alabama," Alabama Lawyer, vol. 26 (January 1965), pp. 46-61.

168. Love, Thomas M.
"Municipal Employment Relations in Wisconsin: Administration," Wisconsin Law Review (Summer 1965), pp. 652-670.

169. McCarthy, Charles F.
"Collective Bargaining and the Local Chief Executive," Public Personnel Review, vol. 31 (July 1970), pp. 157-161.

170. McKelvey, Jean
"The Role of State Agencies in Public Employee Labor Relations," Industrial and Labor Relations Review, vol. 20, #2 (January 1967), pp. 179-197.

171. Makielski, S.J., Jr.
Employee Relations in State and Local Government. Charlottesville: Institute of Government, University of Virginia, 1971. 53p.

172. Marshall, James
"Management's Response to Public Employee Organizations," California Public Employee Relations, no. 4 (January 1970), pp. 1-4.

173. Michigan Employment Relations Commission
Fact Finding in Public Employee Disputes in the State of Michigan, 1965-68. Lansing, Michigan, 1970. 17p.

174. Michigan Municipal League.
Labor Contract Analysis for Michigan Municipalities, 1970, by Albert G. Smith and Eugene F. Berrodin. (Information Bulletin no. 117) Ann Arbor, Michigan, 1970. 23p.

175. Missouri Municipal League.
Municipal Labor Relations in Missouri. Jefferson City, n.d. 10p., plus 12p. appendix.

176. Moran, Robert D.
"Collective Bargaining in the Public Service: Massachusetts Style," Massachusetts Law Quarterly, vol 52(June 1967), pp. 153-163.

177. Mulcahy, Charles
"A Municipality's Rights and Responsibilities under the Wisconsin Municipal Labor Law," Marquette Law Review, vol. 49, #3 (February 1966), pp. 512-532.

178. National Civil Service League.
"Survey of Current Personnel Systems in State and Local Governments," by Jacob J. Rutstein, Good Government, vol. 88 (Spring 1971), pp. 1-28.

179. "Rights of a Public Employee in Nebraska," Nebraska Law Review, vol. 46 (July 1967), pp. 884-901.

180. "Good Municipal Labor Relations," New Hampshire Town and City, January, 1971, pp. 11-12

181. New Jersey State League of Municipalities.
Techniques of Negotiating with Public Employee Organizations, by John Matzer, Jr. Trenton, n.d. 41p.

182. Newland, Chester A.
Public Employee Unionization in Texas. (Public Affairs Series, no. 50) Austin: Institute of Public Affairs, University of Texas, 1962. 53p.

183. Oregon State Employees Association
Collective Bargaining in State Employment--Oregon's Experience. Salem, Oregon, 1966.

184. Polly, Ira
"Collective Negotiations--A View from a State Department of Education," State Government, vol. 62, #2 (Spring 1969), pp. 131-136.

185. Rains, Harry H.
"New York Public Employee Relations Laws; Pros and Cons on Proposed Amendments--Stalemate Procedures, Strikes and Penalties," Labor Law Journal, vol. 20, #5 (May 1969), pp. 264-288.

186. Rehmus, Charles M.
"Constraints on Local Government in Public Employee Bargaining," Michigan Law Review, vol. 67 #5 (March 1969), pp. 919-930.

187. Ross, Marion and B.V. H. Schneider
The California Experiment: Meet and Confer for All Public Employees; California "Meet and Confer" Laws. (Reprint Series #334) Berkeley, Calif.: Institute of Industrial Relations, University of California, 1969. 25p.

188. Rubenstein, Harvey B.
"The Merit System and Collective Bargaining in Delaware," Labor Law Journal, vol. 20, #3 (March 1969), pp. 161-163.

189. Rutgers--The State University of New Jersey. Institute of Management and Labor Relations
PERC: One Year Later; Papers presented at a conference sponsored by the Rutgers Institute of Management and Labor Relations and the American Arbitration Association on February 24, 1970. New Brunswick, New Jersey, 1970. 68p.

190. Saso, Carmen D.
Coping with Public Employee Strikes: A Guide for Public Officials. Chicago: Public Personnel Association, 1970. 162p.

191. ________.
"Massachusetts Local Government Goes to the Bargaining Table," Public Personnel Review, vol. 28 (July 1967), pp. 146-152.

192. Schneider, B.V.H.
"An Analysis of the Meyers-Milias-Brown Act of 1968," California Public Employee Relations, No. 1 (February 1969), pp. A1-A20.

193. ________.
"Unit Determination: Experiments in California Local Government," California Public Employee Relations, No. 3 (November 1969), pp. 1-28.

194. Seidman, Joel.
"State Legislation on Collective Bargaining by Public Employees," Labor Law Journal, vol. 22, no. 1(January 1971), pp. 13-22.

195. Sinicropi, Anthony V. and Thomas P. Gilroy (eds.)
Collective Bargaining in the Iowa Public Sector. (Conference Series No. 14) Iowa City: Center for Labor and Management, College of Business Administration, University of Iowa, 1969. 64p.

196. Slavney, Morris
"The Wisconsin Municipal Employer-Employee Labor Relations Law and Its Administration, " Wisconsin Counties, vol. 32, #1 (July 1969), pp. 4-7, 10-14.

197. Stafford, Samuel
"Local Government Often Poorly Equipped to Handle Public Employee Disputes," Government Executive, vol. 2 (March 1970), pp. 44-45.

198. Staudohar, Paul D.
"Strikes and the Rights of Public Employees in California," California Public Employee Relations, No. 7 (November 1970), pp. 1-21.

199. Stieber, Jack
"Employee Representation in Municipal Government," The Municipal Year Book, 1969 (Washington, D.C.: The International City Management Association, 1969), pp. 31-57.

200. Strauss, George
"Establishing Representation Rights: the Berkeley Experience," California Public Employee Relations, No. 5 (May 1970), pp. 13-27.

201. Sullivan, Daniel P.
"Canada: 20 Years of Public Employee Collective Bargaining Experience--A Solution for the United States?" New Hampshire Bar Journal, vol 30 (Spring 1969), pp. 279-291.

203. Tarshes, M.D.
"A Labor Policy--Urgently Needed, Patiently Developed: Sacramento County /Calif./," American County Government, vol. 32 (October 1967), pp. 20-22.

204. Taylor, Benjamin J.
"Public Employee Union Organization in Arizona," Arizona Business Bulletin, vol. 13 (November 1966), pp. 3-10.

205. Teele, John W.
"Characteristics of Public Employment Arbitration under a Massachusetts Law," Arbitration Journal, vol. 24 #4 (1969), pp. 239-248

206. Wagner, Aubrey J.
"TVA Looks at Three Decades of Collective Bargaining," Industrial and Labor Relations Review, vol. 22 #1 (October 1968), pp. 20-30.

207. Walls, E. Frank, Jr.
"Public Employment in Savannah, Georgia," Public Personnel Review, vol 29 (April 1968), pp. 97-100.

208. Weisenfeld, Allan
"The New Jersey Employer-Employee Relations Act of 1968; Its Origins, Passage and Impact," Economic and Business Bulletin, vol. 21 (Summer 1969), pp. 22-27.

209. Williams, David G. and Don C. Hall.
The Legal Status of Public Employee Strikes and Collective Bargaining in West Virginia. (Publication no. 60) Morgantown: Bureau of Government Research, 1970. 15p.

210. Wortman, Max S., Jr. and G. Dale Meyer.
"The Impact of Centralized Personnel Functions in State Governments," Academy of Management Journal, vol. 12 (March 1969), pp. 21-31.

211. Young, James E. and Betty L. Brewer
"Strikes by State and Local Government Employees," Industrial Relations, vol 9 (May 1970), pp. 356-361.

212. Zeidler, Frank B.
New Roles for Public Officials in Labor Relations. (Public Employee Relations Library, No. 23) Chicago: Public Personnel Association, 1970. 31p.

213. Zwakman, John C.
"Municipal Employment Relations in Wisconsin: the Extension of Private Labor Relations Devices into Municipal Employment," Wisconsin Law Review , Summer 1965, pp. 691-701.

214. Zwerdling, A.L.
"Collective Bargaining in Public Employment," Michigan State Bar Journal, vol. 48 #5 (May 1969), pp. 18-23.

E. Current Information Sources and Documentation Services Useful in Public Sector Labor Relations

1. Announcement and Current Awareness Sources

a. Reporting Services and Newsletters

The items in this section report news and developments either in a quick, topical fashion, or they present information of special concern to particular audiences. While in the publications of the law reporting services listed below, only the Government Employee Relations Report is organized specifically for public sector labor relations, the other services frequently frequently contain relevant information which should not be overlooked.

1. Law Reporting Services

The Bureau of National Affairs, Inc.
1231 25th Street, N.W.
Washington, D.C. 20037

215. Government Employee Relations Report (GERR), 1963-- Weekly, $208 per yr.

216. Daily Labor Report, 1946-- $1232 yearly

217. Labor Relations Reporter, 1937-- Subscription Service, Apply.

Commerce Clearing House, Inc.
4025 W. Peterson Avenue
Chicago, Illinois 60646

218. Labor Law Reports, 1934-- Weekly

219. Labor Cases, 1934--

220. Labor Law Guide, 1947--

221. Personnel Guide, 1969--

2. Labor News Reporting and Commentary

222. AFL-CIO News, 1955-- Weekly, $2 yr.
AFL-CIO
815 Sixteenth St., N.W.
Washington, D.C. 20006

223. American Labor, 1968-- Monthly, $15.00 yr
"the magazine of labor news"
Master Communications, Inc.
444 Madison Avenue
New York, N Y. 10 022

224. John Herling's Labor Letter, 1948-- Weekly, $33 yr.
1003 K Street, N.W.
Washington, D.C. 20001

225. Labor Trends, 1945-- Weekly, $51 yr.
Stanley Brams, Editor
North End Station, Box 7002
Detroit, Michigan

226. From the State Capitals--Labor Relations, 1946-- Monthly, $18 yr.
Bethune Jones, 321 Sunset Avenue
Asbury Park, New Jersey 07712

3. Professional and Service Organization Publications

227. ASPA News & Views, 1950-- Monthly, $12.00 yr.
(Formerly Public Administration News)
American Society for Public Administration
1225 Connecticut Avenue, N.W.
Washington, D. C. 20036

228. LMRS Newsletter, 1970-- Monthly, Free
Labor-Management Relations Service of the
National League of Cities
United States Conference of Mayors
National Association of Counties
1612 K Street, N.W.
Washington, D.C. 20006

229. MIS News, 1969-(Management Information Service), Bimonthly, Subscription Service
International City Management Association
1140 Connecticut Avenue, N.W.
Washington, D.C. 20036

230. NACO News and Views, 1968-- Monthly, $10 yr.
National Association of Counties
1001 Connecticut Avenue, N.W.
Washington, D.C. 20036

231. Personnel News, 1935-- Monthly, Membership Service
Public Personnel Association
1313 East 60th Street
Chicago, Illinois 60637

232. State Government News, 1957-- Monthly, $5.00 yr.
Council of State Governments
Iron Works Pike
Lexington, Kentucky 40505

233. State Legislatures Progress Reporter, Bimonthly, Free
National Municipal League
47 E. 68th Street
New York, N.Y. 10021

4. State Public Employment Relations Agency News Publication

234. PERB News, 1968-- Monthly, Free
New York State Public Employment Relations Board
50 Wolf Road
Albany, New York 12205

5. Others

235. Educators Negotiating Service, 1967-- 20 times yearly, $68.00 per yr.
1835 K Street, N.W.
Washington, D.C. 20036

236. National Right to Work Newsletter, 1954-- Monthly
National Right to Work Committee
1900 L Street, N.W.
Washington, D.C. 20036

1. Announcement and Current Awareness Sources

b. Journals, Reviews and Bulletins

For this list, the items have been selected because either: 1) they contain articles which have been cited in other sections of this bibliography, or 2) they are publications of organizations whose activities have direct implications for public policy in public sector labor relations.

Given the dual function of this list, it should not be inferred that these publications always, or even frequently, contain relevant material on public sector questions. Part of the "information problem" in public sector labor relations is the tremendous range of potential sources from which information may come, but which usually does come only at infrequent intervals from any one source. There is virtually no "hard-core" of journals which regularly devote a significant portion of their space to public sector labor relations. This condition necessitates a variety of scanning mechanisms or coping responses to "keep on top" of the field, such as the use of the telephone or attendance at conferences. These may have their pleasures, but they also have their social costs.

For convenience of use and, indirectly, to indicate some of the sources of information which feed into the public sector labor relations field, the journals have been roughly grouped by institutional or functional characteristics.

1. Law Journals

237. Alabama Lawyer Quarterly, $5.00 yr.
Alabama State Bar Assn.
Box 4156
Montgomery, Ala. 36104

238. American Bar Association Journal, 1915-- Monthly, $5.00 yr.
American Bar Association
1155 E. 60th

239. Cornell Law Review, 1915-- Quarterly, $10
Cornell University
Myron Taylor Hall
Ithaca, New York 14850

240. DePaul Law Review, 1951 3/yr. $6
College of Law
DePaul University
25 E. Jackson Blvd.
Chicago, Illinois

241. Drake Law Review, 1951-- Semi-annually, $3.50 yr.
Drake University Law School
Des Moines, Iowa 50311

242. GeorgiaState Bar Journal, 1964-- Quarterly, $4
State Bar of Georgia
American Federal Bldg.
Macon, Ga. 31201

243. Harvard Journal on Legislation, 1964-- Quarterly, $6.00
Harvard Student Legislative Research Bureau
Harvard Law School
Cambridge, Mass. 02138

244. Indiana Law Journal, 1926-- Quarterly, $5
School of Law
Indiana University
Bloomington, Indiana 47401

245. Iowa Law Review, 1915- 6/yr. $5.50
College of Law
University of Iowa
Iowa City, Iowa 52240

246. Labor Law Journal, '49-Monthly, $15.00
Commerce Clearing House
4025 Peterson Ave.
Chicago, Ill. 60646

247. Marquette Law Review, '16 Quarterly $5.00
Marquette University Law School Students
1103 W. Wisconsin Ave.
Milwaukee, Wisc. 53202

248. Maryland Law Review, 1936-- Quarterly, $5.00 yr.
School of Law
University of Maryland
500 W. Baltimore St.
Baltimore, Md. 21201

249. Massachusetts Law Quarterly, Membership subscription
Massachusetts Bar Assn.
1 Central Plaza
Boston, Mass. 02108

250. Michigan Law Review, 1902- Monthly, $10 yr.
Michigan Law Review Assn.
Ann Arbor, Michigan

251. Michigan State Bar Journal, 1921, Monthly, $5.00 yr.
State Bar of Michigan
306 Townsend
Lansing, Michigan 48914

252. Mississippi Law Journal, 1928-- Quarterly, $5
Box 146
University, Miss. 38677

253. Missouri Law Review, 1936-- Quarterly, $4.50
School of Law
University of Missouri
Columbia, Mo. 65201

254. Southwestern Law Journal 1947- Quarterly, $14.00 yr.
School of Law
Southern Methodist University
Dallas, Texas 75222

255. Syracuse Law Review, '49--Quarterly, $5.00
College of Law
Syracuse University
Syracuse, N.Y. 13210

256. Tennessee Law Review, 1923--
Tennessee Law Review Assn., Inc.
1505 W. Cumberland Ave.
Knoxville, Tennessee 37916

257. Vanderbilt Law Review , 1947-- 6/yr, $8
School of Law
Vanderbilt University
Nashville, Tenn. 37203

258. Wisconsin Law Review, 1920-- Quarterly, $7.50
Law School
University of Wisconsin
Madison, Wisconsin 53706

259. Yale Law Journal, 1891-- 8 issues/yr $12
Yale Law Journal Co., Inc.
127 Wall St.
New Haven, Conn. 06520

2. Professional and Public Service Organization Publications

260. Arbitration Journal, 1937-- Quarterly, $5.00
American Arbitration Assn.
140 W. 51st St.
New York, N.Y. 10020

261. Good Government, 1881-- Quarterly, $5.00
National Civil Service League
1825 "K" Street, N.W.
Washington, D.C. 20006

262. Personnel, 1919-- 6/yr $12 yr.
American Management Association
135 W. 50th St.
New York, N.Y. 10020

263. Personnel Administration, 1938-- 6/yr $8.00
Society for Personnel Administration
Suites 485-487, National Press Building
529 14th St., N.W.
Washington, D.C. 20004

264. Personnel Administrator, 1948--
American Society of Personnel Administration
30 Park Avenue
Bera, Ohio 44017

265. Public Administration Review, 1940-- 6/yr, $25.00 yr.
American Society for Public
Administration
1225 Conn. Avenue, N.W.
Washington, D.C. 20036

266. Public Personnel Review 1940-- Quarterly, $10.00 yr.
Public Personnel Assn.
1313 E. 60th St.
Chicago, Ill. 60637

3. Public Employee Organization Publications

267. American Federationist, 1893-- Monthly, $2.00 yr.
AFL-CIO
815 Sixteenth St., N.W.
Washington, D.C. 20006

268. American Teacher, 1912-- Monthly, $5.00 per yr.
American Federation of Teachers, AFL-CIO
1012 14th St., N.W.
Washington, D.C.

269. CoverAGE, Bimonthly, Membership
Assembly of Governmental Employees
1108 O Street
Sacramento, California 95814

270. Government Employee, 1968- Monthly, Membership, $1 non-mem.
Laborer's International Union of North America
905 16th St., N.W.
Washington, D.C. 20006

271. International Fire Fighter, 1917-Monthly, $5.00
International Assn. of Fire Fighters
905 16th St., N.W.
Washington, D.C. 20006

272. International Teamster, 1903- Monthly, $2.50
25 Lousiana Ave., N.W.
Washington, D.C. 20001

273. The Public Employee, 1935-Monthly, $2.00
American Federation of State,
County and Municipal Employees
1155 15th St., N.W.
Washington, D.C. 20005

274. Service Employee, 1941-Bi-monthly, $1.50
Service Employees' International Union, ALF-CIO
900 17th St., N.W.
Washington, D.C. 20006

4. Public Management and Business-Oriented Publications

275. Business Week,   Weekly, $8.00 yr.
McGraw-Hill, Inc.
330 W. 42nd St.
New York, N.Y. 10036

276. Fortune, 1930 - 14/yr (with supplements) $14 yr.
Time, Inc.
Time and Life Building
New York, N.Y. 10020

277. Government Executive, '69- Monthly, $12.00 yr.
C.W. Borklund
Shoreham Bldg.
806 15th St., N.W.
Washington, D.C. 20005

278. Personnel Journal, 1921-- Monthly, $10 yr.
Personnel Journal, Inc.
100 Park Avenue
Swarthmore, Pa.

279. Public Management, 1919-- Monthly, $6.00 yr.
International City Management Assn.
1140 Conn. Ave., N.W.
Washington, D.C. 20036

5. Social Commentary Publications

280. Public Interest, 1965-- Quarterly, $5.00
Basic Books, Inc.
404 Park Ave., S.
New York, N.Y. 10016

281. Social Policy, 1970-- Bi-monthly, $8.00
International Arts & Sciences Press, Inc.
901 North Broadway
White Plains, New York 1003

6. State or Local Government Organization Publications

282. • The American County, 1935-- Monthly, $10
(Formerly American County Government)
National Association of Counties
1001 Connecticut Avenue, N.W.
Washington, D.C. 20036

283. . Nation's Cities, 1963-- Monthly, $6.00
National League of Cities
1612 K Street, N.W.
Washington, D.C. 20006

284. State Government, 1930-Quarterly, $7.00
Council of State Governments
Iron Works Pike
Lexington, Ky. 40505

285. Wisconsin Counties, 1938-- Monthly, $6 yr.
County Board and Officers Assn.
119 Monona Avenue
Madison, Wisconsin 53703

7. University or Government Research Publications

286. Academy of Management Journal, 1958-- Quarterly, $10
School of Business Administration
University of Oregon
Eugene, Oregon 97403

287. Arizona Business Bulletin, '54- Monthly, free
Bureau of Business and Economic
Research. College of Business
Administration
Arizona State University
Tempe, Arizona 85281

288. • California Public Employee Relations, 1969-- Quarterly, $10 yr.
Institute of Industrial Relations
University of California
Berkeley, California 94720

289. . Connecticut Government, 1947-- Quarterly, Free
Institute of Public Service
University of Connecticut
Storrs, Connecticut.

290. Economic and Business Bulletin, '49- Quarterly, free
Bureau of Economic and Business Research
Temple University
Philadelphia, Pa. 11122

291. Industrial and Labor Relations Review,'47-Quarterly, $6.00 yr.
New York State School of Industrial and
Labor Relations
Cornell University
Ithaca, N.Y. 14850

292. Industrial Relations, a Journal of Economy 3/yr. $4.50
and Society, 1961--
Institute of Industrial Relations
University of California
Berkeley, California 94720

293. International Labour Review, 1921-- Monthly, $6.00 yr.
International Labor Office
Geneva, Switzerland

294. ISR Journal, 1969-- Quarterly, $8.00 yr.
Institute for Staff Relations and Governance
80 Washington Square, Room 56
New York, N.Y. 10003

295. Monthly Labor Review, 1915- Monthly, $9.00 yr.
U.S. Bureau of Labor Statistics
Superintendent of Documents
U.S. Government Printing Office
Washington, D.C. 20402

296. New Jersey Public Employer--Employee Relations, 1970---
Institute of Management and Labor Relations
Rutgers University
Ryders Lane and Clifton Avenue
New Brunswich, N.J. 08903

297. University of South Carolina Governmental Review, 1959--
Quarterly, Free
Bureau of Governmental Research
University of South Carolina
Columbia, S.C. 29208

1. Announcement and Current Awareness Sources

c. Listings of "Current Books and Articles" in Periodicals and in Separate Sources

Many journals, especially those published by professional societies, provide lists of "recent publications received" as a regular feature of each issue. Some of these, such as those in the Industrial and Labor Relations Review and the Monthly Labor Review, are edited in a classified arrangement which become, in effect, a continuing series of bibliographies on the topics covered within the classification. Library accessions lists are another useful aid for keeping up with the recent literature. However, with the exception of the Joint Reference Library and the U.S. Civil Service Commission Library which have made their lists commercially available, most library accessions lists tend to be reserved for the use of their patrons. The Subject Guide to Forthcoming Books is a standard source used primarily within the book trade and the library field for the advanced ordering of books. However, it has value for the ordinary book user who would like to be informed as it gives six to eight months advance notice of forthcoming books, i.e. when publishers meet their release dates. The following list indicates some of the journals and sources which provide this type of information.

298. Accessions List, 1970-- Semi-monthly, Free
Institute of Governmental Studies
University of California at Berkeley
109 Moses Hall
Berkeley, California 94720

299. Arbitration Journal

300. Industrial and Labor Relations Review

301. International Labour Review

302. Journal of Economic Literature

303. Library Acquisitions List
Martin P. Catherwood Library
New York State School of Industrial and Labor Relations
Ives Hall, Cornell University
Ithaca, New York 14850

304. Monthly Labor Review

305. Personnel Administration

306. Personnel Administrator

307. Personnel Journal

308. Personnel Literature, 1945-- Monthly, $6 yr.
U.S. Civil Service Commission Library
Available from: Superintendent of Documents,
U.S. Government Printing Office
Washington, D.C. 20402

309. Public Management

310. Public Personnel Review

311. Recent Publications on Governmental Problems, 1931-- Bi-weekly, $15 yr.
Joint Reference Library
1313 East 60th Street
Chicago, Illinois 60637

312. Selected List of Recent Additions to the Library, Weekly
Library, U.S. Department of Labor
Washington, D.C. 20210

313. Subject Guide to Forthcoming Books, Bi-monthly, $8.95 yr.
R.R. Bowker & Co.
1180 Avenue of the Americas
New York, N.Y. 10036

1. Announcement and Current Awareness Sources

d. Book Review and Book Note Sources

Book reviews serve many purposes, but essentially they should provide some insight into the content of the item being reviewed so that review readers can make some judgment of its potential value to them. The following sources provide some access to expert judgment on the new literature appearing in this field.

314. "Book Reviews," Industrial and Labor Relations Review

315. "Bibliography: Book Notes," International Labour Review

316. "Book Reviews," ISR Journal

317. "Useful Readings," LMRS Newsletter

318. "Book Reviews and Notes," Monthly Labor Review

319. "Personnel Bookshelf," Personnel

320. "Books in Review," Personnel Administration

321. "Book Reviews," Personnel Administrator

322. "Books," Personnel Journal

323. "Book Reviews and Notes," Public Administration Review

324. "Current Reading," The Public Interest

325. "City Hall Bookshelf," Public Management

326. "The Book Shelf," Public Personnel Review

1. Announcement and Current Awareness Sources

e. Convention, Conferences, and Public Event Announcement Sources

Within a rapidly changing, somewhat amorphous field like public sector labor relations, conferences and other occasions for face-to-face contacts play an important role in the dissemination of information and the formation of opinions. Yet, because of the same characteristics of this field, it has been difficult to know about forthcoming events with sufficient lead time to budget time and resources for them. The following sources, along with many of the newsletters cited previously, are attempting to fill this gap in our information.

327. "Calendar," American Labor

328. Union Conventions, 1971; National and International Unions, State Organizations. Washington, D.C.: Bureau of Labor Statistics, U.S. Department of Labor, 1971. 8p.

329. Public Sector Labor Relations 1971 Calendar of Events. Washington, D.C.: Division of Public Employee Labor Relations, U.S. Department of Labor, 1971-- Quarterly

330. "State and Local Calendar of Events," Federal Times, "The Weekly Newspaper for Civilians in Government." 1964-- $10 yr.
Army Times Publishing Co.
475 School Street, S.W.
Washington, D.C. 20024

331. "Calendar of Conferences," Government Employee Relations Report. Washington, D.C.: Bureau of National Affairs, Inc., weekly--

332. "Calendar of Events," Section 3, News and Background Information, Binder 1, Labor Relations Reporter. Washington, D.C.: Bureau of National Affairs, Inc., weekly--

333. "Conference Calendar," Personnel Journal

1. Announcement and Current Awareness Sources

f. Research Programs and Projects--In-Progress and Recently Completed

Early in the Sixties, observers like Russell A. Smith and Doris B. McLaughlin in their article, "Public Employment: A Neglected Area of Research and Training in Labor Relations," Industrial and Labor Relations Review, October 1962, pointed toward the need for increased attention to this area. While interest within the academic community and by operating governmental officials has continued to grow, the minimal amount of funding for research from either governmental or foundation sources has precluded any substantial increase in research, or even data collection programs in the public sector.

Until recently, there has been no single source or center specifically organized to provide information on public sector labor relations research. As a consequence, information on the public sector research activities which are taking place must be sought in sources which have their primary focus on the more general fields of industrial relations, governmental research, or the specific subject disciplines, such as economics, political science, sociology, law and psychology, which should contribute to the solution of public sector labor relations problems.

The Science Information Exchange, listed below, is a Federally-supported agency which has a responsibility for listing, on a government-wide basis, all current "in-progress" research projects. Operating on a voluntary basis, the SIE welcomes data on social science research projects, whether they are government-supported or not. Because of budgetary restrictions, however, they have had recently to charge a service fee to answer inquiries from their files.

The following sources, from a variety of fields, provide information on research activities which may be relevant to the public sector.

334. "Research Notes," Industrial and Labor Relations Review

335. "Research Notes," Industrial Relations

336. "Research in progress," International Educational Materials Exchange. Geneva, Switzerland: International Institute for Labour Studies, 1968--

337. Legislative Research Checklist, Quarterly, $5 yr.
Council of State Governments
Iron Works Pike
Lexington, Ky. 40505

338. Manpower Research Projects,
Sponsored by the U.S. Department of Labor,
Manpower Administration, through June 30,
1970. Washington,D.C.: U.S. Government
Printing Office, 1970. 341p.

339. "Research Summaries," Monthly Labor Review

340. "Research Round-up," Personnel Administrator

341. "Personnel Research," Personnel Journal

342. "Developments in Research," Public Administration Review

343. "Research Review," Public Personnel Review

344. Science Information Exchange
1730 "M" Street, N.W.
Washington, D.C. 20036

2. Retrospective Searching and Documentation Sources

a. *Bibliographies*

These separately published bibliographies provide access to many topics, such as education and the functional aspects of collective bargaining, which have not been stressed in the compilation of this bibliography. Also, it should be noted that many of the references in other sections of this bibliography contain extensive bibliographies, such as Harold Roberts, *Labor-Management Relations in the Public Service* and those in the report and supplements of the National Governors' Conference Task Force on State and Local Government Labor Relations.

345. *Annotated Bibliography on Public Employee Labor Relations*, by Jean Savage. Ithaca, N.Y.: Cornell University, New State School of Industrial and Labor Relations, Extension Division, 1967.

346. *Collective Bargaining for State and Local Governments*, A Selected Bibliography, compiled by Mirjana Tolmachev. Harrisburg: Pennsylvania State Library, 1971. 19p. Box 1601, Harrisburg, 17126.

347. *Collective Negotiations in the Public Sector*. Purdue University, Krannert Library. (CURL Exchange Bibliography #1565) Champaign, Illinois: Institute of Labor and Industrial Relations, University of Illinois, 1969. 11p.

348. *Government Employee Collective Bargaining*(With Emphasis on the State Level). University of Hawaii, Industrial Relations Center. (CURL Exchange Bibliography #1578) Champaign, Illinois: Institute of Labor and Industrial Relations, University of Illinois, 1970. 21p.

349. *Employee-Management Relations in the Public Service* (Personnel Bibliography Series Number 36.) Library, U.S. Civil Service Commission. Washington, D.C.: U.S. Government Printing Office, 1970. 62p. $0.60

350. *Employee-Management Relations in the Public Service; Selected References*. U.S. Department of Labor Library. Washington, D.C., 1967. 43pp. *Supplement*, 1969. 28p.

351. • *Industrial Relations Bibliographies: A Check List*, compiled by George F. Mundle. Champaign, Illinois: Institute of Labor and Industrial Relations, University of Illinois, 1965, 54p.

352. Public Employee Labor Relations, by Carleton W. Kenyon. Sacramento, California State Library, 1968. 6p.

353. Public Employment: Bibliography, by Richard Pegnetter. Ithaca, New York: New York State School of Industrial and Labor Relations, Cornell University, 1971. 49p. $2.00

354. Public Personnel Association, Public Employee Relations Library. See entry in 2.E, "Publications in Series" for individual titles with "Selected Bibliography".

355. Recent Material on Collective Bargaining in State and Local Governments. (Selected References No. 147) Princeton: Industrial Relations Section, Princeton University, 1969. 4p.

356. Research and Reference Sources for City Administrators, by David S. Arnold and Eleanor A. Schwab. (Management Information Service Report no. 205) Washington, D.C.: International City Management Association, 1961. 13p.

357. "Resource Publications for Research in Negotiations," /in education/ Negotiation Research Digest (NEA), September, 1969, B-1.

358. Selected Annotated References to Collective Bargaining in Public Employment, by Richard Clute. East Lansing, Michigan: Michigan State University, School of Labor and Industrial Relations, 1966.

359. Selected Recent References on Labor-Management Relations in Public Service, Recent Publications. New York State Department of Labor Library. (CURL Exchange Bibliography #1561) Champaign, Illinois: Institute of Labor and Industrial Relations, University of Illinois, 1969. 9p.

360. "Sources of Information: Personnel," The Municipal Year Book. Washington, D.C.: The International City Management Association, annual issues.

361. Strikes by Public Employees/ and Professional Personnel: A Bibliography. Rev. Ed., by Dorothy C.Thompkins. Berkeley: Institute of Governmental Studies, University of California, 1967. 92p.

2. Retrospective Searching and Documentation Sources

b. Digests, Indexes and Abstracting Services

Digests, indexing and abstracting services lie at the heart of any system for access to the literature of a given field. While such services specifically designed for the public sector field are starting to appear, e.g. the arbitration digests published by the American Arbitration Association and the Negotiations Research Digest published by the NEA, the majority of the services are more general tools designed for a broad range of users. In one sense, this is not a disadvantage. The public sector field, with its "multi-faceted" characteristics, needs to be seen in relation to a wide range of subject matter and problem areas. On the other hand, general purpose services cannot deal with the specialized literature of a given area, their subject headings and indexing terms cannot be as specific or numerous as may be needed, and the user seeking a particular, unique aspect of a topic must scan a large amount of non-relevant entries before finding, if it is there, the appropriate information.

The following list indicates some of the bibliographic services which directly, or indirectly, should be useful for the retrieval of information on public sector labor relations problems. Given the distinction between general and special purpose bibliographic tools and the uncertainties on the boundry definitions of the public sector labor relations field, this list reflects the personal judgment of the compiler--at this time. Sociological Abstracts and Psychological Abstracts, for example, were not listed, not because they might not be useful, but because their current probable frequency of use within the public sector doesn't warrant it. On the other hand, the New York Times Index and the Wall Street Journal Index were listed because of their potential usefulness for a variety of informational needs. The Bibliographic Index was listed, not because of its frequency of use, but because any systematic scanning of literature should begin with an identification of previous bibliographic efforts.

362. A.G.Bush Library Abstracts: A Bi-Weekly Report on Current Literature in Organizations, Management, Personnel, Human Behavior, Work Force, Industrial Relations. Chicago: Industrial Relations Center, University of Chicago, 1968--

363. Annual Digest of State and Federal Labor Legislation. U.S. Bureau of Labor Standards. Washington, D.C.: U.S. Government Printing Office, 1935--

364. Arbitration in the Schools, 1970--- $60 yr
A monthly survey of awards and factfinding recommendations. American Arbitration Assn.
140 West 51st St.
New York, N.Y. 10020

365. Bibliographic Index, 1937-- Semi-annual, with cumulations. New York: H.W. Wilson Co.

A cumulative bibliography of bibliographies issued as separate publications or appearing as parts of books, pamphlets or journal articles. The Bibliographic Index is arranged by subject headings, permitting access to bibliographies on a wide range of specialized topics.

366. Business Periodicals Index, 1958-- Monthly, with semi-annual and annual cumulations, Service basis.
New York: H.W. Wilson Co.

367. Employment Relations Abstracts, 1959-- Semi-annual
(Formerly Labor Personnel Index, 1952-58)
Detroit: Information Service.

368. Index of Economic Articles in Journals and Collective Volumes, Volumes I-IX, 1886-1967. Sponsored by the American Economic Association. Homewood, Illinois: Richard D. Irwin, Inc., 1961-1970 .

369. Index to Legal Periodicals, 1908-- Monthly, Service basis
New York: H.W. Wilson Co.

370. Industrial Relations Law Digest, 1957-- Quarterly, $20 yr.
Ann Arbor, Michigan: Bureau of Industrial Relations, University of Michigan.

371. Journal of Economic Literature, 1963-- Quarterly, $20 yr.
(formerly the Journal of Economic Abstracts)
American Economic Association
c/o Rendigs Fels
1313 21st Avenue, South
Nashville, Tennesse 37212

Contains substantive articles, short communications from contributors, book reviews, separate annotated listings for new books and current periodical articles, arranged according to a classification system for each, and selected abstracts of journal articles.

372. Labor Arbitration in Government, 1971--- $60 yr.
A monthly survey of labor arbitration awards and factfinding recommendations involving agencies of government.
American Arbitration Association
140 West 51st St.
New York, N.Y. 10020

373. Michigan Index to Labor Union Periodicals, 1960-1969
Bureau of Industrial Relations
Graduate School of Business Administration
University of Michigan
Ann Arbor, Michigan

374. Monthly Digest of Current Legislation: Federal and All 50 States, Legislative Year 1971. With Computerized Index.
Aspen Systems Corporation
The Webster Hall
Pittsburgh, Pa. 15213

375. Negotiations Research Digest, 1968-- 10/yr. $15 NEA members
$30 non-mem.
National Education Association
Negotiations Research Unit
1201 16th St., N.W.
Washington, D.C. 20036

376. New York Times Index, 1913--, Semi-monthly with annual cumulation. New York: New York Times.

377. Personnel Management Abstracts, '55- Quarterly, $15.00
Bureau of Industrial Relations, Graduate School of Business Administration
University of Michigan
Ann Arbor, Michigan

378. Poverty & Human Resources; Abstracts and Survey of Current Literature, 1965-- Bi-monthly
Beverly Hills, Calif.: Sage Publications.

379. Public Affairs Information Service (PAIS), 1915-- Weekly, with quarterly cumulations and an annual bound volume. $100 per yr.

A selected subject list of the latest books, pamphlets, government publications, reports of public and private agencies and periodical articles, relating to economic and social conditions, public administration and international relations, published in English throughout the world. Public Affairs Information Service, Inc. 11 W. 40th Street, New York, N.Y. 10018

380. Social Sciences and Humanities Index, 1907-- Quarterly,
H.W. Wilson Company
950 University Avenue
Bronx, New York 10452

381. Wall Street Journal Index, 1958--, Monthly with annual cumulation. New York: Dow, Jones and Company.

2. Retrospective Searching and Documentation Sources

c. Guides and Yearbooks

382. An AFT Guide for AFT Legislative Action and State Collective Bargaining Laws, by Carl J. Megel. (Item L-1). Washington, D.C.: The American Federation of Teachers, 1970. 83p., plus Supplement /1970/ 16p.

383. Book of the States, vol. 18 Lexington, Ky.: The Council of State Governments, 1970. 627.

384. A Guide to Collective Bargaining in the Public Schools of Massachusetts. Boston: Massaschusetts Department of Education, 1968. 55p. (Publication no. 2026)

385. A Guide to Hawaii Public Employee Collective Bargaining, by Paul P. Tinning. Honolulu: Industrial Relations Center, University of Hawaii, 1970. 27p.

386. A Guide to Municipal Collective Bargaining. Hartford, Conn.: Connecticut Public Expenditure Council, Inc., 1968. 41pp.

387. Labor Relations Source Book: A Guide to Resources in Management-Employee Relations in the Public Sector, by Richard V. Solano. (Public Employee Relations Library #30) Chicago: Public Personnel Association, 1970. 66p.

388. Labor Relations Yearbook, 1970 6th edition. Washington, D.C.: Bureau of National Affairs, 1971. 535p.

389. "The Literature of Labour Economics and Industrial Relations: A Guide to Its Sources," by George Sayers Bain and Gillian B. Woolven, Industrial Relations Journal, Summer, 1970, pp. 30-41.

390. The Municipal Yearbook, vol. 38 Washington, D.C.: The International City Management Association, 1971. 370p.

391. Subject Guide to Publications of the International Labour Office, 1919-1964. Geneva: I.L.O., 1967.

2. Retrospective Searching and Documentation Sources

d. Directories

393. Directory of AGE Affiliates and Independent Public Employee Organizations, June 1971. Sacramento, Calif.: Assembly of Governmental Employees Secretariat, 1971. 6p.

394. Education Directory. Four Parts. U.S. Office of Education. Washington, D.C.: U.S. Government Printing Office, issued annually.

The Education Directory of the Office of Education is issued annually in the following parts: #1. State Governments, #2. Public School Systems, #3. Higher Education, and #4. Education Associations.

395. Directory of Federal Statistics for States, A Guide to Sources. U.S. Bureau of the Census. Washington, D.C.: U.S. Government Printing Office, 1967. 372p.

396. Directory of Federal Statistics for Local Areas, A Guide to Sources. U.S. Bureau of the Census. Washington, D.C.: U.S. Government Printing Office, 1966. 156p.

397. Directory of Non-Federal Statistics for States and Local Areas, A Guide to Sources. U.S. Bureau of the Census. Washington, D.C.: U.S. Government Printing Office, 1969. 678p.

398. "Government: Muncipal, County, State and Civil Service Publications," The Working Press of the Nation, Volume II, Magazines and Editorial Directory. Burlington, Iowa: The National Research Bureau, Inc., 1971, pp. 303-310.

399. A Directory of Information Resources in the United States: Social Sciences. National Referral Center for Science and Technology, Library of Congress. Washington, D.C.: U.S. Government Printing Office, 1965.

400. "Labor Publications," The Working Press of the Nation, Volume I, Newspapers and Allied Services Directory The National Research Bureau, Inc., 424 N. 3rd St., Burlington, Iowa 52601. 1971. pp. 499-510.

401. Membership Directory.
Industrial Relations Research Association.
Madison, Wisconsin, 1966. (Forthcoming edition, 1972)

402. Membership Directory, 1970-71.
National Academy of Arbitrators
2412 Grant Building
Pittsburgh, Pennsylvania 15219

403. Membership Directory: The Public Personnel Blue Book. 7th ed. Chicago, Illinois: Public Personnel Association, 1970. 78p.

404. Directory of National and International Labor Unions in the United States, 1969. U.S. Bureau of Labor Statistics. (Bulletin 1665) Washington, D.C.: U.S. Government Printing Office, 1970.

405. 1969-70 Directory of New York City Public Employee Organizations. 2nd annual edition. New York, N.Y.: New York City Office of Collective Bargaining, 1969. 20p., plus supplement, 3p.

406. "Directory of Municipal Labor Relations Officials," /derived from information submitted by chief executives of municipalities above 100,000 in population/ The City Prepares for Labor Relations: The Experience in Detroit, Baltimore and Milwaukee, No. 3, Strengthening Local Government through Better Labor Relations Series. Washington,D.C.: Labor-Management Relations Service, U.S. Conference of Mayors, National League of Cities, National Association of Counties, /1970/, pp. 14-20.

407. "1971 Directory of Personnel and Training Groups: National and Regional Personnel Associations," Personnel, vol. 48 (March-April, 1971), pp. 54-71.

408. Register of Reporting Labor Organizations.
U.S. Department of Labor, Labor-Management Services Administration. Washington, D.C.: U.S. Government Printing Office, 1968.

409. "State Associations and Leagues of County and Municipal Officials," Labor Relations Source Book, by Richard V. Solano. Chicago: Public Personnel Association, 1970, pp. 54-58.

410. "Public Interest Groups," ibid., p. 58-59.

411. "Specialized Training Resources"/ in labor relations/:
School-sponsored programs, ibid., pp. 60-62,
Industrial relations programs, ibid., pp. 62-66,
Organizational programs, ibid., p. 66.

2. Retrospective Searching and Documentation Sources

e. Publication in Series

International City Management Association. Management Information Service.
(The MIS is a comprehensive service filling the information needs of municipal officials in cities of all sizes. It is available on a subscription basis, with the cost prorated according to the size of the city.) Selected reports in labor relations, personnel and manpower are:

412. No. 23. Municipal Employee Organizations. August, 1946.
413. No. 100. Management Policy on Employee Relations. May, 1952.
414. No. 148. Personal Counseling and Employee Grievance Procedure. May, 1956. 9p.
415. No. 176. Negotiations with Municipal Employee Organizations. September, 1958. 22p. "Selected Bibliography," pp. 21-22
416. No. 198. Motivating Municipal Employees. July, 1960. 27p.
417. No. 220. Recruiting Managerial and Professional Personnel. May, 1962. 11p.
418. No. 257. Municipal Collective Bargaining Agreements. June, 1965. 14p.
419. No. 289. Manpower Development and Local Government. February, 1968. 20p.
420. No. 295. Municipal Labor Relations: An Overview of the Experience. August, 1968. 15p. "Bibliography," p. 15-16.
421. Costing Supplemental Wage Benefits, by the League of California Cities, MIS Reports, vol. 3, no. LS-5, May 1971. 23p.

International City Management Association. Urban Data Service.
(Urban Data Service reports are published monthly by ICMA. They are intended primarily to provide timely data in chart and tabular form, together with explanatory text, on current municipal government activities. Data for most of these reports are gathered through year-round questionnaire surveys of local governments and other organizations. Subscriptions: $100 per year.)
Relevant reports in this series are:

422. The American City and its Organized Employees, by Winston W. Crouch, vol. 1, no. 3, March, 1969. 36p. "Selected Bibliography," p. 16.
423. Trends in Salaries of Municipal Officials, by George F. Howe, vol. 1, no. 4, April, 1969. 27p.
424. Public Manpower: Status and Trends, by Walter L. Webb, vol. 1, no. 5, May, 1969. 40p.

2. Retrospective Searching and Documentation Sources

e. Publications in Series

International City Management Association. Urban Data Service(Cont.)

425. Trends in Salaries of Policement and Firemen, by George F. Howe, vol. 1, no. 7, July 1969. 45p.

426. Local Government Finances: Trends and Projections, by Jean Gansel and J. Robert Havlick, vol. 1, no. 10, October, 1969. 53p.

427. Local Associations of Municipal Employees, by Jean Gansel and Walter L. Webb, vol. 2, no. 1, January, 1970. 31p.

428. Government Manpower and Salaries, by Walter L. Webb, vol. 2, no. 6, June, 1970. 18p.

429. Salaries of Municipal Officials, by Jean Gansel, vol. 3, no. 3, March, 1971. 18p.

2. Retrospective Searching and Documentation Sources

e. Publications in Series

Labor Management Relations Service of the U.S. Conference of Mayors, National League of Cities, and the National Association of Counties, "Strengthening Local Government through Better Labor Relations" Series. Single copies, unless otherwise indicated, are free upon request to the Labor-Management Relations Service, 1612 K Street, N.W., Suite 808, Washington, D.C. 20006

430. #1. Work Stoppages: A Tale of Three Cities, by John A. Grimes. /1970/ /14p./

431. #2. Resources for Resolving Municipal Labor Disputes, by Murray Seeger. /1970/ /10p./

432. #3. The City Prepares for Labor Relations: The Experience in Detroit, Baltimore and Milwaukee, by Al Leggat, Detroit; Edward J. Gutman, Baltimore; and James J. Mortier, Milwaukee. /1970/ /18p./

433. #4. A View of the Public Employee Unions, by William J. Eaton. /1970/

434. #5. Municipal Negotiations: From Differences to Agreement, by Allan W. Drachman. 1970. 47p. (Single copies free at the rate of one per city or county. Additional copies or copies for non-municipal readers are $2.00 each on order from the LMRS.)

435. #6. The Supervisor: Key Man in Labor Relations, by Al Leggat. /1970/ /10p./

436. #7. Public Employee Strikes: Causes and Effects, by Samuel M. Sharkey, Jr. /1970/ /10p./

437. #8. Facts About Fact-Finding, by Tim Bornstein. 1971. 23p.

438. #9. Municipal Revenues: Bits and Pieces, by Winston W. Crouch. 1971. 16p.

2. Retrospective Searching and Documentation Sources

e. *Publications in Series*

Public Personnel Association. Public Employee Relations Library (PERL) $50.00 per year.

439. #1. *Rethinking the Philosophy of Employee Relations in the Public Service*, by Frank P. Zeidler, Felix A. Nigro, J.D. Love, and W.D. Heisel. 1968. 31p. "Selected Bibliography": pp. 29-31.

440. #2. *Handling Employee Grievances*, edited by Robert H. Helmes. 1968. 74p. "Selected Bibliography": pp. 72-74.

441. #3. *The How-To of Collective Bargaining*, by Paul M. Berthoud, James J. Mortier, Oscar S. Smith, and Ronald W. Haughton. 1968. 50p. "Selected Bibliography": pp. 48-50.

442. #4. *Pioneer Collective Bargaining Laws for Public Employees,* edited by Richard L. Salik. 1968. 47p. "Selected Bibliography": p. 45. Table, "Comparative Guide to Major Provisions of Laws," pp. 46-47.

443. #5. *When School Districts Bargain*, by Myron Lieberman and Thomas H. Patten, Jr. Part 1, 46p. Part 2, 47p. "Selected Bibliography": Part 2, pp. 44-47.

444. #6. *Canadian Trailblazer: The New Collective Bargaining Law,* by B.V.H. Schneider. 1968. 56p. "Selected Bibliography": pp. 55-56.

445. #7. *Strikes and Solutions*, by Eric Polisar. 1968. 32p. "Selected Bibliography": pp. 31-32.

446. #8. *Labor Contract Clauses*, Mary L. Hennessy. 1968. 34p. "Selected Bibliography": p. 34.

447. #9. *Counseling Employees*, by Jack H. Pockrass. 1968. 54p. "Selected Bibliography": pp. 53- 54.

448. #10. *The Right to Meet and Confer--Laws and Policies,* edited by Richard L. Salik. 1968. 96p. "Selected Bibliography": p. 95.

449. *1968 Index*. 1968. 8pp.

2. Retrospective Searching and Documentation Sources

e. Publications in Series

Public Personnel Association. Public Employee Relations Library (PERL) (Cont.)

450. #11. The Anatomy of a Comprehensive Employee Relations Program, edited by Lew Fay. 1969. 44p. "Selected Bibliography": pp. 43-44.

451. #12. Upgrading the Supervisor's Labor Relations Skills, by Kenneth G. Nachreiner and G. Thomas Bull 1969. 38p. "Selected Bibliography": pp. 37-38.

452. #13. Drafting the Public Sector Labor Agreement, by R. Theodore Clark, Jr. 1969. 35p. "Selected Bibliography": p. 35.

453. #14. Making the Collective Bargaining Agreement Work, by Robert D. Krause, B.H. Peterson, and Leonard Cohen. 1969. 29p. "Selected Bibliography": p. 29.

454. #15. Employee Relations in the Academic Setting, by James A. Craft, William R. Hazard, and Edward M. Grissinger. 1969. 26p. "Selected Bibliography": pp. 25-26.

455. #16. Getting Ready to Bargain, by Foster B. Roser, Morris Slavney, and Ray E. Wachs. 1969. 36p. "Selected Bibliography": pp. 35-36.

456. #17. A New Challenge: The Disadvantaged, by M.B. Wilson, A.J. Wilson, Jr, J.McMullen Ducey, A.H. Aronson, F.K. DeWald, and S. Hoberman. 1969. 43p. "Selected Bibliography": pp. 41-43.

457. #18. Police Collective Bargaining, by M.W. Aussieker, Jr. 1969. 30p. "Selected Bibliography": pp. 29-30.

458. #19. Pricing Employee Benefits, by R.W. Coppock, B.B. Coppock, F.K. DeWald, and S.G. Hanson. 1969. 45p. "Selected Bibliography": pp. 44-45.

459. #20. Six Strike Stories, edited by Keith Ocheltree. 1969. 45p. "Selected Bibliography": p. 45.

460. 1968-69 Index. 1969. 12p.

461. Special Issue: Perspective in Public Employee Negotiation, edited by Keith Ocheltree. 1969. 98p.

2. Retrospective Searching and Documentation Sources

e. Publications in Series

Public Personnel Association. Public Employee Relations Library (PERL) (Cont.)

462. #21. Public Personnel Administration: Critique and Credo, by Robert W. Galloway. 1970. 34p. "Selected Bibliography": p. 34.

463. #22. Behavioral Science Approaches to Employee Relations, edited by William B. Eddy and James V. Spotts. 1970. 69p. "Selected Bibliography": pp. 68-69.

464. #23. New Roles for Public Officials in Labor Relations, by Frank P. Zeidler. 1970. 31p. "Selected Bibliography": pp. 30-31.

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488. 11. Institute of Labor and Industrial Relations, University of Michigan--Wayne State University, Reprint Series, 1957--

489. 12. Industrial Relations Center, University of Minnesota, Reprint Series, 1949--

490. 13. Labor Education and Research Service, Ohio State University, Reprint Series, 1964--

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491. 14. Institute of Management and Labor Relations, Rutgers University, Reprint from Rutgers Series, 1958--

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494. ______. Proceedings of its annual spring meetings(1958--)

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(Bound and issued with Municipal Employee Relations Act, Chapter 113, Section 7-467, et seq., as amended, 1967, 1969, General Statutes of Connecticut. 16p.)

501. Connecticut State Board of Mediation and Arbitration.
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502. Connecticut. Labor Department, Board of Labor Relations. Hartford,
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Washington(State)

535. Washington (State) Department of Labor and Industries, Industrial Relations Division, Mediation Services Public Employees' Collective Bargaining Act (RCW 41.56) and Rules (WAC 296-132). Olympia, January, 1971. 21p.

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Municipal Employment Decisions. " " " "
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539. ________. Supplement, vol. 2, January 1, 1966-December 31, 1968. Madison, Wisconsin, 1969. 104p. $2.00

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541. ________. Thirty-First Annual Report of the Wisconsin Employment Relations Board /for/ Period from July 1, 1968 through June 30, 1969. Madison, 1969. 86p.

2. Retrospective Searching and Documentation Sources

g. Library Resources, Collections and Catalogs

The library resources available for the potential use of personnel in the public sector labor relations field follows the institutional pattern of organized activities in this area. The direct participants, public management and public employee organizations, have each their own information systems, including libraries. The national professional and public service organizations, such as the American Society for Public Administration and the International City Management Association or the National League of Cities, have reasonably ample libraries supporting their respective activities.

At the federal level, the Civil Service Commission Library and the Department of Labor Library are major centers, with extensive collections of both current and historical materials. With the growing federal concern with labor-management relations within their own agencies, other departmental libraries are increasing their coverage of this type of material. At the state level, state libraries and legislative research bodies are showing signs of active involvement in the public sector labor relations area, and presumedly are adding relevant materials to their collections. At the local level, many of the larger cities have municipal reference libraries for the use of city officials and concerned citizens and the better supported public libraries have many of the reference sources cited in this bibliography.

The universities, particularly those with industrial relations programs (see Item #411, this bibliography), are major sources for library resources. While not all of these industrial relations centers have focused on public sector programs, their libraries generally are building up their collections in this area. Also, university bureaus of governmental research and related areas, such as education, should not be overlooked as potential sources of relevant information on public employee collective bargaining problems.

The following items provide a guide to organizations and sources which should have useful information for the problems of this field.

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Encyclopedia of Associations, vol. 1, "National Associations of the U.S." Detroit: Gale Research Co., 1970. 1468p. 6th edition. $32.50

543. Governmental Research Assn. (4 Washington Square, N., New York, N.Y. 10003)
Directory of Organizations and Individuals Professionally engaged in Governmental Research and Related Activities, 1970-71. New York, 1970. 64p. $10.00

544. Haro, Robert P.
A Directory of Governmental, Public and Urban Affairs Research Centers in the United States. Davis, Calif.: Institute of Governmental Affairs, University of California at Davis, 1969. 139p. $3.00

545. International Labour Organization
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A Directory of Special Libraries and Information Centers. Detroit: Gale Research Company, 1968. 1048p.

548. New York State School of Industrial and Labor Relations
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This Index provides reasonably complete access to the authors and organizations whose works have been used in the bibliography. It also tries to provide a geographic approach to those materials which are primarily relevant to a given area. However, because of the comprehensive range of subject matter included within many of the individual items cited, a subject index has not been included in this edition of the bibliography. The numbers in the Index entries refer to the numbered item in the bibliography in which the cited individual or organization appears.

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